

NATIONAL ASSOCIATION OF REALTORS®

MEMBERSHIP PROFILE 1984

BROKERS

SALESPERSONS

MEMBERSHIP PROFILE 1984

PREPARED BY
THE ECONOMICS AND RESEARCH DIVISION
NATIONAL ASSOCIATION OF REALTORS®

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INTRODUCTION

This report presents up-to-date information on the economic, demographic, educational, professional and business backgrounds of real estate brokers and salespersons who hold membership in the NATIONAL ASSOCIATION OF REALTORS®. Historic data from past surveys are presented which highlight the changes in the profile of the membership since 1964.

The profile was developed from a sample survey of about 6,700 members conducted in the summer of 1984. All figures, with the exception of income, are for the year 1984. Income data are for 1983, the most recent period for which a full year's earnings are available.

During 1983 and 1984 the existing home market was recovering from the worst housing depression since the 1930's. At the time of the survey, sales of existing single-family homes were in the 2.8 to 3.0 million range and working their way back from the bottom they hit in August of 1982. This sales volume is only slightly higher than the level that existed during our 1981 survey. In addition, sales prices for existing homes were only moderately higher than those seen in 1981. Since single-family home sales are the primary source of income for the vast majority of our members, it is not too surprising that the average earnings of our members is only marginally higher than it was in 1980. If inflation were taken into account then there isn't any gain in real income over the three year period.

Other survey results are also influenced by the poor real estate market conditions experienced by the industry since the beginning of this decade. Fewer new licensees have entered the industry. As a result, the overall age and level of real estate experience of members of the NATIONAL ASSOCIATION OF REALTORS have increased.

This report is divided into three major sections. The first section of the report highlights some of the major findings of our survey, while sections two and three contain a wealth of facts and figures on brokers and salespersons, respectively. A description of the methods and procedures used in the study and a copy of the survey questionnaire appear in the appendices.

Overall, 2,356 usable responses to the survey were received in time for the analyses. Of the total, 49 percent were returned by broker licensees and 51 percent were returned by salesperson licensees.

Before turning to the content of the report, it is necessary to express appreciation to the nearly 2,400 members of the Association who responded to the survey and supplied the information contained in the study.

SUMMARY HIGHLIGHTS

SUMMARY HIGHLIGHTS

- The typical 1983 income reported by our members is higher than in 1980. The median gross personal income after business expenses of brokers in 1983 was \$30,000, just \$1,100 above the 1980 level. The median income of full-time salespersons was \$18,000, up \$3,300 over the 1980 level.
- When inflation is taken into account, the real earnings of brokers dropped by 16 percent -- they lost \$2,400 in real earnings. Salespersons fared somewhat better than brokers as they held their own in terms of real earnings. The real earnings of salespersons rose by \$100 or one percent.
- While brokers and salespersons in general did not increase their earnings significantly since 1980, there were still a number in the upper income categories. Nearly three out of every ten brokers and one out of every ten full-time salespersons reported earnings of at least \$50,000.
- The incomes of full-time and part-time salespersons from their real estate work are quite different. Median gross personal income of full-time salespersons after business expenses in 1983 was \$18,000 compared to the \$6,400 median income reported by their part-time counterparts.
- Men continue to earn more from their real estate work than their female counterparts. In fact, this "earnings gap" has widened a bit since our last survey for brokers. On the other hand, it has narrowed for salespersons.
- The role of women in real estate continues to grow. One third of the brokers and six out of every ten full-time salespersons in 1984 are female.
- Just over six out of every ten salespersons (61.5 percent) in our 1984 survey were full-time with the remainder working in real estate on a part-time basis. The percentage who are "part-timers" represents an increase from our 1980 survey when just over three out of every ten salespersons (31.2 percent) were part-time.
- The survey revealed that the membership is typically older than in our 1981 survey. The median age of brokers rose one year since 1981 to 48 years. The median age of a salesperson rose two years to 44 years.
- For brokers and full-time salespersons there was a weak correlation between income and age. The weak relationship between income and age may be due to the fact that people enter the real estate business at various stages of the life cycle and have varying degrees of experience -- the main factor influencing income.

- The members of the Association have solid educational backgrounds. For example, nearly one half of the brokers (45.8 percent) and more than one-third of the salespersons (36.6 percent) have at least completed the requirements for a bachelor's degree.
- In the real estate profession greater levels of formal education do not always translate into more income. High school graduates sometimes earn as much as or more than those with college degrees.
- The strong majority of brokers and salespersons have taken real estate educational courses after licensure. Since receiving their license nine out of every ten brokers and eight out of every ten salespersons have enrolled in at least one real estate instructional program.
- Among the various types of post-licensure instructional programs, courses offered by real estate boards have proven to be the most popular with brokers and salespersons. Course offerings in company programs are also popular with brokers and sales licensees.
- Few people enter real estate as their first career. Over eight out of every ten brokers and over nine out of every ten salespersons had engaged in at least one other occupation before entering real estate. The most frequently cited previous career in an allied occupation was management/administration. The most frequently mentioned non-allied occupation was secretarial/bookkeeping.
- The experience in real estate of members as a whole has increased a bit over the last several years, reflecting the decline of new people entering the real estate industry. Brokers reported a median of 11 years of experience in the industry -- an increase of one year from the 1981 survey -- while salespersons have typically worked in real estate for five years -- up from three years in 1981.
- Experience in real estate is perhaps the single most important factor in determining the income of real estate practitioners. Long-term professionals earned incomes which are often double or triple the earnings of those with just a few years of experience.
- Brokers have typically been a member of the NATIONAL ASSOCIATION OF REALTORS for nine years, while salespersons have been a member for an average of four years.
- While the majority of brokers have an ownership interest in their firm--a growing minority have no equity interest in the firm with which they are affiliated. In 1964 only 10 percent of brokers held no ownership interest in the firm with which they were affiliated but by 1984 over four out of ten brokers have no ownership interest in their firm.

- Female brokers are less likely to have an ownership interest than their male counterparts. Almost 61 percent of the female brokers are non-owners compared to just one-third of the male brokers.
- Among brokers the highest median incomes of about \$38,000 were reported by stockholders and corporate officers and individual proprietors, while those with no ownership role reported the lowest median income of \$22,000.
- The earning power of brokers varied according to their business specialty. The highest median incomes were reported by "builder/developers" (\$50,000) and commercial brokers (\$47,400). Brokers specializing in residential brokerage had a median income of \$25,000.
- The slowdown in franchising in the real estate industry is evident among brokers and salespersons. Overall, 20.4 percent of the brokers are affiliated with a franchised firm compared to just 25.7 percent three years ago. As with brokers, fewer salespersons are connected with franchised firms.
- The median income of members in non-franchised firms was higher than the median incomes reported by their counterparts associated with a franchised firm.
- The vast majority of brokers and salespersons in our survey had been with only one or two real estate firms. Roughly seven out of every ten brokers and eight out of ten salespersons have been affiliated with just one or two firms during their real estate career.
- Residential brokerage is still the primary source of income for the vast majority of our members. Seven out of every ten brokers and eight out of every ten salespersons reported residential sales as their primary business specialty.
- Working in real estate is not a profession for someone who is afraid to put in long hours or work on weekends. Brokers work 50 hours a week, on average, but nearly one-quarter devote sixty or more hours a week to their profession. Salespersons (both part-time and full-time) typically put in 42 hours, on average, a shorter work week than brokers.
- Longer hours were generally rewarded with higher income for both brokers and salespersons. For example, brokers putting in a work week of less than 30 hours typically earned an income of \$12,000 in 1983. In contrast, brokers who worked 65 hours or more earned a median income of \$40,000.

PROFILE OF THE BROKER

ECONOMIC AND DEMOGRAPHIC CHARACTERISTICS

Gross Income of Brokers

Although real estate market conditions have improved measurably over the past few years, brokers earned just a bit more from their real estate work in 1983 than they did in 1980. In 1983, brokers typically earned an income of \$30,000, which is only 3.8 percent or \$1,100 more than they earned in 1980. When inflation is taken into account, the real loss in earnings is very apparent.

While brokers in general did not increase their earnings significantly since 1980, there are some brokers who earned high incomes. Nearly three out of every ten brokers had annual 1983 earnings of at least \$50,000 and some earned in excess of \$100,000.

On the other hand, a sizeable proportion of brokers (28.1 percent) earned less than \$20,000 in 1983. In fact, 15 percent of the brokers earned less than \$10,000.

Table 1
GROSS PERSONAL INCOME OF BROKERS: 1963-1983
(Percentage Distribution)

<u>Income</u>	<u>1963</u>	<u>1969</u>	<u>1971</u>	<u>1974</u>	<u>1977</u>	<u>1980</u>	<u>1983</u>
Less than \$10,000	33.8	20.0	12.9	11.9	8.8	12.5	15.1
\$10,000-\$19,999	40.1	33.2	32.0	25.7	20.1	20.7	13.0
\$20,000-\$29,999	15.6	23.1	24.6	24.6	21.7	18.6	20.0
\$30,000-\$39,999	6.8	15.7	19.6	22.3	14.8	16.9	13.8
\$40,000-\$49,999					11.1	10.3	10.6
\$50,000-\$74,999					15.3	12.2	14.8
\$75,000-\$99,999	3.7	8.0	10.9	15.5	4.2	4.1	5.2
\$100,000 and Over					4.2	4.6	7.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Median Income	\$12,000	\$18,000	\$20,000	\$24,000	\$28,000	\$28,900	\$30,000

Satisfaction of Brokers With Their Career

The vast majority of brokers are satisfied with their real estate career. More than nine out of every ten brokers are satisfied and most of them are "very satisfied."

As the earnings of brokers increase, so does the level of satisfaction they express about their career. For example, just under one third of the brokers earning less than \$10,000 indicated that they are "very satisfied" with their career, while more than eight out of every ten who earned at least \$75,000 said they are "very satisfied."

Table 2
SATISFACTION OF BROKERS WITH THEIR CAREER
(Percentage Distributions)

<u>Income</u>	<u>Very Satisfied</u>	<u>Moderately Satisfied</u>	<u>Moderately Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Total</u>
Less than \$10,000	32.7	50.0	14.7	2.7	100.0
\$10,000-\$19,999	40.6	47.7	7.8	3.9	100.0
\$20,000-\$29,999	50.8	44.2	4.5	0.5	100.0
\$30,000-\$39,999	58.8	37.5	2.9	0.7	100.0
\$40,000-\$49,999	80.4	17.8	1.9	*	100.0
\$50,000-\$74,999	71.8	27.5	0.7	*	100.0
\$75,000 and Over	84.3	14.2	1.6	*	100.0
All Brokers	58.4	35.4	5.0	1.1	100.0

* Insufficient Response

Male and Female Brokers

While a majority of real estate brokers are men, the role of women brokers continues to grow. A full one third of the brokers in 1984 are female compared to nine years ago when females accounted for just 17.6 percent of all brokers.

Table 3
MALE AND FEMALE BROKERS: 1975-1984
(Percentage Distributions)

	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
Male	82.4	78.9	71.3	66.6
Female	17.6	21.1	28.7	33.4
Total	100.0	100.0	100.0	100.0

Income of Male and Female Brokers

Male brokers had substantially higher earnings in 1983 than females. The median income of male brokers was \$36,200 compared to a median of \$20,000 for their female colleagues. This earnings gap of \$16,200, means that on average, male brokers earned 81 percent more than female brokers.

The distributions in the following table illustrate in more detail the differences between the earnings of male and female brokers. Slightly more than 35 percent of the men earned \$50,000 or more in 1983, which is nearly three times more than the 11.8 percent of women who earned that much. In contrast, nearly 42 percent of the women brokers had incomes of under \$20,000 which is nearly double the proportion of men who earned less than \$20,000.

Table 4
INCOME OF MALE AND FEMALE BROKERS: 1983
(Percentage Distributions)

	Less than \$10,000	\$10,000- \$19,999	\$20,000- \$29,999	\$30,000- \$39,999	\$40,000- \$49,999	\$50,000- \$74,999	\$75,000 and over	Total	Median Income
Male	11.5	9.9	16.4	14.9	12.0	18.3	16.9	100.0	\$36,200
Female	22.4	19.4	27.0	11.5	7.9	7.6	4.2	100.0	\$20,000
All Brokers	15.1	13.0	20.0	13.8	10.6	14.8	12.7	100.0	\$30,000

Trends in the Earnings of Male and Female Brokers

On average, male and female brokers increased their earnings between 1980 and 1983. The earnings of male brokers grew by eight percent from \$33,500 in 1980 to \$36,200 in 1983. Females saw their earnings grow by nearly six percent over the same period from \$18,900 to \$20,000.

Table 5
MEDIAN INCOME OF MALE AND FEMALE BROKERS: 1974-1983

	1974	1977	1980	1983
Male	\$25,000	\$30,000	\$33,500	\$36,200
Female	\$15,000	\$19,500	\$18,900	\$20,000
All Brokers	\$24,000	\$28,000	\$28,900	\$30,000

Age of Brokers

Brokers are, on average, older than in our previous survey. The median age of brokers in 1984 is 48 years, up one year from 47 in 1981. More than one out of every ten brokers in 1984 is under 35 years of age, and two out of every ten are at least 60 years old.

Table 6
AGE DISTRIBUTION OF BROKERS: 1975-1984
(Percentage Distributions)

Age	1975	1978	1981	1984
29 years old or less	3.6	4.6	5.7	3.5
30 thru 34 years old	7.8	8.2	10.6	7.8
35 thru 39 years old	9.3	12.3	13.3	15.1
40 thru 44 years old	12.0	12.5	13.4	14.4
45 thru 49 years old	16.6	14.9	15.2	13.6
50 thru 54 years old	16.1	15.7	12.4	12.8
55 thru 59 years old	15.0	14.7	13.2	12.7
60 thru 64 years old	9.7	8.1	8.4	10.0
65 thru 69 years old	5.4	5.3	4.1	5.6
70 years old and over	4.5	3.7	3.7	4.4
Total	100.0	100.0	100.0	100.0
Median Age	50 years	49 years	47 years	48 years

Income of Brokers By Age

Generally, there is a somewhat weak relationship between income and age of brokers. Brokers in their prime bread-winning years, between 40 and 44 years of age, earned a slightly higher median income of \$34,000 than others. Those in their twilight years, 65 years of age or older, earned a median income of \$20,000. The weak relationship between age and income may be due to the fact that people enter the broker ranks at various stages of the life cycle and have varying degrees of experience—which is the main factor influencing income.

Table 7
INCOME OF BROKERS BY AGE: 1983
(Percentage Distributions)

Age	Less than \$10,000	\$10,000- \$19,999	\$20,000- \$29,999	\$30,000- \$39,999	\$40,000- \$49,999	\$50,000- \$74,999	\$75,000 and over	Total	Median Income
29 years old or less	21.0	13.2	13.2	18.4	21.1	7.9	5.3	100.0	\$30,000
30 thru 34 years old	17.5	12.5	21.3	13.7	10.0	15.0	10.0	100.0	\$28,000
35 thru 39 years old	12.9	12.9	17.4	19.4	10.3	15.5	11.6	100.0	\$33,000
40 thru 44 years old	10.7	10.0	21.3	11.3	10.0	21.3	15.3	100.0	\$34,000
45 thru 49 years old	12.5	12.5	22.2	13.9	11.8	16.0	11.2	100.0	\$30,000
50 thru 54 years old	13.4	13.4	22.0	12.6	11.0	13.4	14.2	100.0	\$30,000
55 thru 59 years old	18.5	12.9	14.5	15.3	9.7	12.9	16.2	100.0	\$30,000
60 thru 64 years old	10.1	20.2	19.2	13.1	13.1	12.1	12.1	100.0	\$30,000
65 years and older	29.1	11.6	24.4	7.0	4.7	11.6	11.6	100.0	\$20,000
All Brokers	15.1	13.0	20.0	13.8	10.6	14.8	12.7	100.0	\$30,000

Trends in the Median Income of Brokers By Age

While the median income for brokers rose by 3.8 percent between 1980 and 1983, changes in income levels vary greatly for different age groups. For example, the median income for the youngest brokers, those 29 or younger, rose from \$21,600 in 1980 to \$30,000 in 1983—a 39 percent increase. By comparison, the typical income earned by brokers in their middle years, from 45 to 59, dropped below 1980 levels while brokers approaching retirement age (60 through 64), saw their income rise 26 percent from \$23,800 to \$30,000.

Table 8
MEDIAN INCOME OF BROKERS BY AGE: 1963-1983

Age	1963	1969	1971	1974	1977	1980	1983
29 years old or less	\$ 8,500	\$16,300	\$15,000	\$18,000	\$20,000	\$21,600	\$30,000
30 thru 34 years old	\$12,000	\$20,200	\$20,000	\$25,000	\$26,500	\$26,800	\$28,000
35 thru 39 years old	\$13,000	\$22,300	\$22,000	\$25,000	\$30,000	\$30,700	\$33,000
40 thru 44 years old	\$13,500	\$20,700	\$24,000	\$25,000	\$32,500	\$29,400	\$34,000
45 thru 49 years old	\$13,000	\$20,300	\$24,000	\$25,000	\$30,000	\$31,700	\$30,000
50 thru 54 years old	\$12,500	\$19,400	\$20,000	\$25,000	\$30,000	\$32,900	\$30,000
55 thru 59 years old	\$11,000	\$18,200	\$20,000	\$25,000	\$28,000	\$32,000	\$30,000
60 thru 64 years old	\$10,000	\$16,300	\$17,000	\$20,000	\$30,000	\$23,800	\$30,000
65 thru 69 years old	\$10,500	\$15,500	\$18,000	\$18,000	\$20,000	\$22,800	\$20,000
70 thru 74 years old	\$10,000	\$11,900	\$12,000				
75 years old and over	\$ 6,500	\$14,600	\$15,000				
All Brokers	\$12,000	\$18,000	\$20,000	\$24,000	\$28,000	\$28,900	\$30,000

EDUCATION

Formal Education of Brokers

The educational level of brokers has risen consistently over the past 20 years. The percentage of brokers with just a high school diploma dropped slightly from 1981 to 1984, while the proportion who have attended at least some college increased. In addition, the proportion of brokers who have their Bachelor's degree or more has also increased slightly from the 1981 level.

Table 9
FORMAL EDUCATION OF BROKERS: 1964-1984
(Percentage Distributions)

<u>Educational Level</u>	<u>1964</u>	<u>1970</u>	<u>1972</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
Some high school	14.1	8.1	6.1	5.4	3.5	4.3	1.9
High school graduate	25.2	24.0	24.2	22.6	23.2	18.4	17.7
Some college but less than four years of college	29.7	31.2	31.6	31.1	30.9	32.0	34.5
Four years of college- Bachelor's Degree	22.7	24.1	26.7	26.5	27.1	27.6	36.7
Graduate Study	8.3	12.6	11.4	14.4	15.3	17.7	9.1*
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The question asked in the 1984 survey is not strictly comparable to the one asked in previous surveys. In the 1984 survey we asked for graduate degrees only. In previous surveys we had asked members to indicate the highest year of school that they completed. Therefore, exercise some caution in analyzing the data.

Undergraduate Specialization of Brokers Who Have Attended College

Of the brokers who attended college, nearly four out of every ten majored in business administration while another 13 percent specialized in liberal arts. Other undergraduate specialties that brokers pursued include the social sciences, physical sciences, and education. Only four percent pursued real estate as an undergraduate specialty.

Table 10
UNDERGRADUATE SPECIALIZATION OF BROKERS WHO HAVE ATTENDED COLLEGE
(Percentage Distribution)

<u>Specialization</u>	
Business Administration	37.2
Liberal Arts	12.9
Social Sciences	9.8
Physical Sciences	9.7
Education	9.2
Economics	6.6
Real Estate	4.0
Engineering	4.0
Agriculture	2.1
Law	0.7
Other	3.8
Total	100.0

Income of Brokers By Educational Level

In the real estate business more formal education does not necessarily mean higher income. The highest median income of \$35,000 was reported by brokers who had received a bachelor's degree. Brokers who had completed high school had a median income of \$25,000 while brokers who had a graduate degree earned a median income of \$30,000 in 1983. The variation in income among brokers with differing levels of formal education indicates that factors other than education influence earnings. It must be remembered that for the most part real estate is a sales profession and to be successful such factors as personality, enthusiasm and experience enter into the income equation to a greater degree than formal education.

Table 11
INCOME OF BROKERS BY EDUCATIONAL LEVEL: 1983
(Percentage Distributions)

<u>Educational Level</u>	<u>Less than \$10,000</u>	<u>\$10,000- \$19,999</u>	<u>\$20,000- \$29,999</u>	<u>\$30,000- \$39,999</u>	<u>\$40,000- \$49,999</u>	<u>\$50,000- \$74,999</u>	<u>\$75,000 and over</u>	<u>Total</u>	<u>Median Income</u>
High school graduate or less	14.9	13.3	29.3	11.6	9.9	12.7	8.3	100.0	\$25,000
Some college but less than four years of college	17.3	17.6	17.9	13.7	10.4	12.5	10.4	100.0	\$25,000
Four years of college- Bachelor's Degree	12.7	9.8	17.9	15.3	11.9	17.4	15.0	100.0	\$35,000
Graduate Study	18.7	9.9	15.4	12.1	7.7	16.5	19.8	100.0	\$30,000
All Brokers	15.1	13.0	20.0	13.8	10.8	14.8	12.7	100.0	\$30,000

Trends in Income by Educational Level

While higher and higher levels of formal education may improve the chances of earning higher incomes, there is no guarantee that additional academic achievement will be translated into correspondingly greater monetary rewards. For example, brokers with a high school diploma increased their average earnings between 1980 and 1983. Similarly, brokers with a bachelor's degree increased their median earnings over the same period. However, brokers who had some college training and those who received a graduate degree did not fare as well in 1983 as they had in 1980.

Table 12
MEDIAN INCOME OF BROKERS BY EDUCATIONAL LEVEL: 1963-1983

<u>Educational Level</u>	<u>1963</u>	<u>1969</u>	<u>1971</u>	<u>1974</u>	<u>1977</u>	<u>1980</u>	<u>1983</u>
Some high school	\$10,000	\$15,500	\$16,000	\$18,000	\$28,500	\$25,100	*
High school graduate	\$11,000	\$17,300	\$18,000	\$20,000	\$25,000	\$23,500	\$25,000
Some college but less than four years of college	\$12,000	\$17,800	\$20,000	\$23,000	\$25,000	\$25,100	\$25,000
Four years of college- Bachelor's Degree	\$14,000	\$21,500	\$24,000	\$25,000	\$30,000	\$33,400	\$35,000
Graduate Study	\$14,000	\$24,100	\$25,000	\$27,500	\$30,000	\$34,500	\$30,000
All Brokers	\$12,000	\$18,000	\$20,000	\$24,000	\$28,000	\$28,900	\$30,000

* Included in high school graduate.

Median Income of Brokers By Undergraduate Specialization

The median income of brokers does, in fact, vary according to undergraduate specialization. With a median of \$39,300 in 1983, those who specialized in law earned more than brokers who studied other subjects. Brokers who majored in business administration or liberal arts typically earned \$37,000.

Table 13
MEDIAN INCOME OF BROKERS BY UNDERGRADUATE SPECIALIZATION: 1983

<u>Specialization</u>	<u>Median Income</u>
Law	\$39,300
Business Administration	\$37,000
Liberal Arts	\$37,000
Social Sciences	\$30,000
Physical Sciences	\$30,000
Education	\$30,000
Engineering	*
Real Estate	*
Agriculture	*
Economics	*
All Brokers	\$30,000

* Insufficient Response

Broker Participation in Instructional Programs

The vast majority of brokers feel that participation in real estate education programs contributes to making a successful real estate career. Since receiving their license almost nine out of every ten brokers have participated in at least one instructional program offered by the Institutes, Societies and Councils of the NATIONAL ASSOCIATION OF REALTORS, local boards, state associations, franchise organizations, individual companies, as well as colleges and universities. These courses were above and beyond the basic educational requirement set by the various states to qualify for the real estate license. Participation in more than one course was the rule rather than the exception. In fact, nearly one-quarter of the brokers found time to participate in at least five real estate instructional programs.

Male brokers and female brokers are equally likely to participate in post-licensure instructional programs. However, female brokers are just a bit more likely than males to have participated in a multiple number of programs.

Table 14
BROKER PARTICIPATION IN INSTRUCTIONAL PROGRAMS
(Percentage Distributions)

	<u>No Programs</u>	<u>One Program</u>	<u>Two Programs</u>	<u>Three Programs</u>	<u>Four Programs</u>	<u>Five Programs</u>	<u>Six Programs</u>	<u>Seven or More Programs</u>
Male	13.8	16.2	16.2	19.1	13.7	9.6	5.6	5.8
Female	10.3	12.1	13.7	17.5	13.7	16.5	9.0	7.2
All Brokers	12.7	14.8	15.3	18.6	13.7	11.9	6.7	6.3

Source of Broker Instructional Programs

Brokers participate in instructional programs offered by many diverse sources. Over half of the brokers have attended a course sponsored by a real estate board. Other important sources are National Association Affiliates, the REALTOR Institute, the state licensing commissions and the State Associations.

There are a few noteworthy differences between male and female participation in each type of instructional program. A greater proportion of women than men participated in real estate board offerings as well as company programs and REALTOR Institute programs. However, a greater proportion of men than women participated in university extension programs and full-time university courses.

Table 15
BROKER PARTICIPATION IN INSTRUCTIONAL PROGRAMS BY SOURCE OF THE PROGRAM
(Percent of Membership)

	<u>Real Estate Board</u>	<u>NAR Affiliates</u>	<u>REALTORS Institute</u>	<u>State Licensing Commission</u>	<u>State Association</u>	<u>University Extension Program</u>	<u>Company Program</u>	<u>Franchise Organization</u>	<u>University Full-time Course</u>
Male	46.7	38.2	32.7	35.7	34.0	32.5	25.4	22.8	17.3
Female	57.7	39.9	46.9	39.4	42.0	29.4	41.0	30.7	10.8
All Brokers	50.4	38.8	37.5	37.0	36.7	31.4	30.6	25.4	15.2

PROFESSIONAL BACKGROUND

Prior Occupations

Few people enter real estate as their first career. Indeed, most brokers -- over 83 percent--came into real estate from other occupations. The remaining 17 percent have spent their entire careers in real estate.

Female brokers are more apt to have pursued previous careers than males -- almost nine out of every ten females entered real estate after being engaged in a previous occupation versus eight out of every ten male brokers.

Table 16
BROKERS WHO PURSUED ANOTHER CAREER
BEFORE ENTERING REAL ESTATE
(Percentage Distributions)

	<u>Pursued Another Career</u>	<u>Did Not Pursue Another Career</u>	<u>Total</u>
Male	80.2	19.8	100.0
Female	89.1	10.9	100.0
All Brokers	83.2	16.8	100.0

Types of Prior Occupations

Brokers who pursued a previous career before entering real estate worked in both allied and non-allied occupations. The most frequently cited occupation from fields related to the real estate business was management/administration. Secretarial/bookkeeping work was the most frequently cited prior non-allied occupation followed by teaching and retailing.

Table 17
PRIOR OCCUPATIONS OF BROKERS WHO PURSUED
ANOTHER CAREER BEFORE ENTERING REAL ESTATE
(Percentage Distribution)

<u>Previous Allied Occupation</u>	<u>Percent</u>
Management/Administration	10.0
Banking/Finance	5.4
Sales/Marketing	9.9
Insurance	4.4
Building/Construction	2.7
Law	0.5
Other	0.8
	<u>33.7</u>
<u>Previous Non-Allied Occupation</u>	
Secretarial/Bookkeeping	10.0
Teaching	7.9
Retailing	5.7
Armed Forces	5.0
Accounting	3.7
Government	3.6
Engineering	2.0
Communications	2.5
Farming	0.9
Other	25.2
	<u>66.4</u>
Total	<u>100.0</u>

Male and Female Brokers Who Have
Occupations in Addition to Real Estate

Overall, a strong majority of brokers (83.4 percent) rely on real estate as their primary occupation. Males are slightly more apt to brave another occupation than females -- two out of ten compared to less than one out of ten.

Table 18
MALE AND FEMALE BROKERS WHO HAVE OCCUPATIONS IN ADDITION TO REAL ESTATE
(Percentage Distributions)

	<u>Work Exclusively In Real Estate</u>	<u>Have Another Occupation</u>	<u>Total</u>
Male	80.9	19.1	100.0
Female	91.4	8.6	100.0
All Brokers	83.4	16.6	100.0

Occupations of Brokers Who Have
Another Job in Addition to Real Estate

Of the few brokers who indicated that they held another job in addition to real estate, insurance was the occupation mentioned most often. Other second occupations given were building, banking/finance, management/administration, and teaching.

Table 19
OCCUPATIONS OF BROKERS WHO HAVE ANOTHER JOB IN ADDITION TO REAL ESTATE
(Percentage of Brokers Who Have Another Occupation)

<u>Occupations</u>	<u>Percent</u>
Insurance	19.1
Building	8.7
Banking and Finance	7.4
Management/Administration	6.5
Teaching	6.1
Other	52.2
Total	100.0

Number of Years That Brokers
Have Held A Real Estate License

Of the brokers surveyed, many are veterans of the real estate industry. Only 15 percent indicated they had been licensed under five years, while a little over one half of the brokers surveyed have held a license over 10 years. The median number of years for holding a license among all brokers is 11 years.

Table 20
NUMBER OF YEARS THAT BROKERS HAVE HELD A REAL ESTATE LICENSE
(Percentage Distribution)

<u>Years Holding a License</u>	
1	1.0
2	1.6
3	2.8
4	3.3
5	6.3
6-10	32.8
11-15	23.0
16-25	18.3
26-39	9.6
40 and Over	1.3
Total	100.0
Median Years	11 years

Trends in the Real Estate Experience of Brokers

The real estate experience of brokers nationwide has increased slightly since the last survey. The median number of years in the business rose from 10 years in 1981 to 11 years in 1984. This reflects a decline in newer entrants into the field. The proportion of brokers with less than 10 years experience dropped from 56 percent of all brokers in 1981 to 46 percent in 1984. Conversely, the number of brokers with 11 or more years in the real estate field rose markedly from 44 percent in 1981 to 54 percent in 1984.

Table 21
REAL ESTATE EXPERIENCE OF BROKERS: 1964-1984
(Percentage Distribution)

<u>Years in Real Estate</u>	<u>1964</u>	<u>1970</u>	<u>1972</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
1	1.0	1.3	1.4	0.5	0.8	1.3	1.1
2	1.7	1.3	2.2	1.8	1.8	2.3	1.4
3	2.6	2.3	3.3	3.8	3.6	5.6	2.4
4	3.4	2.9	4.2	4.5	4.1	6.5	3.4
5	5.0	3.6	5.0	5.4	7.9	7.1	5.8
6-10	23.3	19.4	21.7	22.6	30.5	33.0	32.1
11-15	22.7	22.4	19.5	19.4	17.6	16.2	22.9
16-25	24.0	31.2	26.7	26.5	21.7	17.4	18.7
26-39	11.0	10.2	11.6	11.5	10.1	9.2	10.9
40 and Over	5.3	5.4	4.4	4.0	1.8	1.5	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Median Years	14 yrs.	15 yrs.	14 yrs.	14 yrs.	11 yrs.	10 yrs.	11 yrs.

Income of Brokers by Number of Years In the Real Estate Business

Overall, experience in real estate is certainly the most important factor in determining a broker's income. Long-term professionals earn incomes which are often double or triple the earnings of those with just a few years of experience. In 1983, brokers with four years of experience typically earned just \$15,000. In contrast, professionals with more than 25 years of business experience generally had incomes of \$40,000 or more.

Table 22
INCOME OF BROKERS BY NUMBER OF YEARS IN THE REAL ESTATE BUSINESS: 1983
(Percentage Distributions)

Years in Real Estate Business	Less than \$10,000	\$10,000-\$19,999	\$20,000-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$74,999	\$75,000 and over	Total	Median Income
1	*	*	*	*	*	*	*	*	*
2	*	*	*	*	*	*	*	*	*
3	*	*	*	*	*	*	*	*	*
4	38.9	25.0	25.0	2.8	5.6	2.8	-	100.0	\$15,000
5	25.8	21.0	22.6	8.1	9.7	6.5	6.5	100.0	\$20,000
6-10	15.1	13.6	18.1	19.3	10.6	14.8	8.5	100.0	\$30,000
11-15	8.6	11.2	23.7	13.8	12.9	17.2	12.5	100.0	\$30,000
16-25	11.1	11.1	20.0	11.6	10.0	18.9	17.4	100.0	\$30,000
26-39	0.6	6.4	10.6	11.7	14.9	18.1	37.7	100.0	\$40,000
40 or More	*	*	*	*	*	*	*		*
All Brokers	15.0	13.0	20.0	13.8	10.6	14.8	12.7	100.0	\$30,000

* Insufficient response

Trends in Median Income By Number of Years in the Real Estate Business

While the median income of all brokers increased by nearly four percent between 1980 and 1983, the change in income for brokers with different degrees of experience varied considerably.

For example, brokers with five years of experience in 1980 typically earned a median income of \$23,000. In 1983 this group earned a median of \$20,000--a 13 percent drop in income. Brokers with six to 10 years of experience earned \$28,400 in 1980 and \$30,000 in 1983, an increase of six percent.

Table 23
MEDIAN INCOME OF BROKERS BY NUMBER OF YEARS IN THE REAL ESTATE BUSINESS: 1963-1983

Years in Real Estate Business	1963	1969	1971	1974	1977	1980	1983
1	*	*	*	*	*	*	*
2	\$ 7,500	\$ 8,200	\$12,000	\$12,000	\$10,000	\$ 9,500	*
3	\$ 7,900	\$11,500	\$12,000	\$15,000	\$16,000	\$16,300	*
4	\$ 8,500	\$15,000	\$15,000	\$15,000	\$20,000	\$18,900	\$15,000
5	\$10,000	\$18,000	\$15,000	\$18,000	\$20,000	\$23,000	\$20,000
6-10	\$12,000	\$16,800	\$19,000	\$21,000	\$25,000	\$28,400	\$30,000
11-15	\$12,000	\$18,500	\$21,000	\$25,000	\$32,000	\$32,500	\$30,000
16-25	\$12,000	\$21,900	\$25,000	\$28,000	\$30,000	\$38,800	\$30,000
26-39	\$15,000	\$22,400	\$25,000	\$29,500	\$33,500	\$42,700	\$40,000
40 or More	\$14,000	\$19,400	\$22,500	\$20,000	\$25,000	\$45,000	*
All Brokers	\$12,000	\$18,000	\$20,000	\$24,000	\$28,000	\$28,900	\$30,000

* Insufficient Response.

Trends in the Years of Membership For Brokers in NAR

The length of broker membership in NAR has been fairly constant since 1964. On average, brokers in 1984 have been a member of NAR for nine years. However, the proportion of members who have belonged to the Association for more than a decade has increased. In 1981, two thirds of the members of NAR had belonged for eleven or more years. In 1984, the proportion was over three-fourths.

Table 24
YEARS OF MEMBERSHIP FOR BROKERS IN THE NATIONAL ASSOCIATION OF REALTORS: 1964-1984
(Percentage Distributions)

<u>Years of Membership</u>	<u>1964</u>	<u>1970</u>	<u>1972</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
1	10.0	8.1	12.5	4.8	3.5	4.4	3.3
2	7.4	7.2	7.4	11.1	6.5	4.9	4.1
3	7.3	7.5	6.9	9.3	7.6	8.2	3.9
4	7.0	5.6	6.1	6.8	7.3	8.8	4.9
5	7.2	6.3	6.3	7.5	11.0	9.4	7.6
6-10	23.5	23.5	24.3	23.5	30.6	33.0	34.0
11-15	15.8	17.0	13.9	14.4	14.8	13.7	20.5
16-25	14.4	18.2	15.9	15.9	13.9	12.5	14.3
26-39	5.4	4.9	5.1	5.7	4.4	4.7	6.9
40 and Over	2.0	1.7	1.6	1.0	0.5	0.4	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Median Years	8 yrs.	9 yrs.	8 yrs.	8 yrs.	8 yrs.	8 yrs.	9 yrs.

Number of Firms Brokers Have Been
Affiliated With During Real Estate Career

Most brokers have been affiliated with just one or two firms during their real estate career—35 percent have been affiliated with only two firms during their career in real estate and another three out of ten have been affiliated with just one firm. Little variation exists between male and female brokers in this respect.

Table 25
NUMBER OF FIRMS BROKERS HAVE BEEN AFFILIATED
WITH DURING REAL ESTATE CAREER
(Percentage Distributions)

	Number of Firms					Total
	One	Two	Three	Four	Five or More	
Male	29.2	36.8	20.9	8.9	4.2	100.0
Female	30.1	32.4	22.3	12.2	3.1	100.0
All Brokers	29.5	35.3	21.4	10.0	3.8	100.0

Number of Years That Brokers
Have Been Affiliated With Present Firm

Brokers have been associated with their firm for a median of six years. One out of 10 brokers have been affiliated with their present firm for only one year while another 28.0 percent have been affiliated over a decade.

Table 26
NUMBER OF YEARS THAT BROKERS HAVE BEEN AFFILIATED WITH PRESENT FIRM
(Percentage Distribution)

Years of Affiliation	
1	12.0
2	10.8
3	7.7
4	8.4
5	8.6
6-10	24.4
Over 10	28.0
Total	100.0
Median Years	6 yrs.

Securities Licenses Held by Male and Female Brokers

In order to broker transactions in the real estate syndication area, participants must be licensed by the National Association of Securities Dealers (NASD). Members were asked whether they hold any NASD licenses and, if they do, to indicate which license(s). About 96 percent of all brokers do not hold any type of securities license, and only two percent hold a NASD General License. Regarding the NASD Direct Participation Program (DPP) licenses, less than two percent of brokers hold the DPP-representative (Series 22), and about one percent hold the DPP-principal (Series 39). Female brokers are less likely than males to hold any of the securities licenses.

Table 27
SECURITIES LICENSES HELD BY MALE AND FEMALE BROKERS
(Percentage of Respondents)

	None	NASD General License	NASD DPP-principal (Series 39)	NASD DPP-representative (Series 22)
Male	94.3	2.6	1.4	2.8
Female	98.7	1.0	*	0.3
All Brokers	95.8	2.0	0.9	1.9

* Insufficient Response.

Broker's Function with the Firm

The functions performed by brokers tend to vary with the individual real estate firm. Almost four out of every ten brokers function as salespersons in their firm. Just one out of three are general managers performing some selling while less than eight percent are general managers on a full-time basis.

Table 28
BROKER'S FUNCTION WITH THE FIRM
(Percentage Distribution)

<u>Functions</u>	<u>Percent</u>
General manager - no selling	7.9
General manager - some selling	34.5
Sales manager - no selling	1.5
Sales manager - some selling	6.9
Salesperson	38.8
Other	10.4
Total	100.0

BUSINESS CHARACTERISTICS

Primary Business Specialty of Brokers

Almost seven out of every ten brokers primarily specialize in residential brokerage. Commercial brokerage is the primary specialty for slightly more than eight percent of brokers, with property management, appraising, and building and development, each accounting for four-to-five percent of brokers' specialties.

From 1975 to 1981, there was a steady trend toward increased specialization in residential brokerage. However, the percentage specializing in the residential area in 1984 is slightly less than in 1981. Since 1981, there has been a slight increase in the percentage of brokers specializing in the commercial area, property management, and appraising.

Table 29
PRIMARY BUSINESS SPECIALTY OF BROKERS: 1975-1984
(Percentage Distributions)

<u>Business Specialty</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
Residential brokerage	60.9	66.1	70.0	68.5
Commercial brokerage	8.0	9.7	7.1	8.3
Industrial brokerage	2.0	1.5	1.1	0.8
Farm and land brokerage	7.7	5.0	4.6	3.6
Property management	4.4	3.9	3.7	4.9
Appraising	5.3	4.8	3.3	4.5
Counseling	N/A	1.2	1.1	0.5
Building and development	5.5	5.3	4.3	4.4
Mortgage finance	2.1	0.8	1.3	1.1
Syndication	N/A	N/A	0.7	0.4
Other	4.1	1.8	2.8	3.1
Total	100.0	100.0	100.0	100.0

N/A: Not asked.

Note: Not available for years prior to 1975.

Median Income of Brokers by Primary Business Specialty

The incomes of brokers in 1983 varied according to their business specialty. The highest incomes were typically reported by builders and developers (\$50,000) and commercial brokers (\$47,400). Brokers specializing in residential brokerage had the lowest median income (\$25,000).

Brokers whose primary business activities were either commercial brokerage, property management, or building and development all experienced an increase in median income in 1983. On the other hand, brokers whose primary business specialty was either residential brokerage, farm and land brokerage, or appraising typically experienced a decline in median income.

Table 30
MEDIAN INCOME OF BROKERS BY PRIMARY BUSINESS SPECIALTY: 1974-1983

<u>Business Specialty</u>	<u>1974</u>	<u>1977</u>	<u>1980</u>	<u>1983</u>
Residential brokerage	\$20,000	\$25,000	\$25,300	\$25,000
Commercial brokerage	\$30,000	\$35,000	\$39,700	\$47,400
Industrial brokerage	\$25,000	\$30,000	\$37,400	**
Farm and land brokerage	\$22,000	\$30,000	\$33,200	\$28,000
Property management	\$25,000	\$27,500	\$34,500	\$43,200
Appraising	\$25,000	\$30,000	\$35,000	\$30,000
Counseling	*	**	**	**
Building and development	\$33,500	\$45,000	\$40,600	\$50,000
Mortgage finance	\$30,000	**	\$31,600	**
Syndication	*	*	**	**
Other	\$28,000	\$29,500	\$34,200	**
All Brokers	\$24,000	\$28,000	\$28,900	\$30,000

* Included in "other."

** Insufficient Responses.

Real Estate Activities of Brokers

Residential brokerage is the activity that is most frequently engaged in at least to some extent by the greatest percentage of brokers. More than eight out of every ten brokers work at least some of the time in the residential area. Moreover, just under one half work in commercial brokerage. On the non-brokerage side, about 31 percent of brokers are involved in appraising and just under 30 percent work at least to some extent in property management. Syndication is the area which has the lowest level of activity by brokers.

Table 31
VARIOUS REAL ESTATE ACTIVITIES TO WHICH
BROKERS DEVOTE AT LEAST SOME OF THEIR TIME
(Percentage of Respondents Engaged in Activity)

<u>Real Estate Activities</u>	<u>Percent</u>
Residential brokerage	79.7
Commercial brokerage	46.3
Farm and land brokerage	25.8
Industrial brokerage	8.6
Appraising	30.6
Property management	28.7
Counseling	24.2
Building and development	17.1
Mortgage finance	10.8
Syndication	5.1
Other	6.4

The Size of the Firms With Which Brokers Are Affiliated

In analyzing the size of firms with which brokers are affiliated, one measure is the number of offices. Three out of every four brokers are affiliated with single-office firms, and another 10 percent work out of firms that have only two offices. Only eight percent of all brokers are affiliated with firms that have five or more offices.

Another measure of size is the total number of persons working for the firm. More than one third of the brokers are affiliated with firms that have a work force of five or fewer people while just over one in ten are affiliated with a firm of more than 50 persons.

Table 32
THE SIZE OF THE FIRMS WITH WHICH BROKERS ARE AFFILIATED
(Percentage Distributions)

Number of Offices	Percent
1 office	75.9
2 offices	9.9
3 offices	3.6
4 offices	2.6
5 offices or more	8.0
Total	100.0
Total Size of Work Force	
5 people or less	35.6
6-10 people	19.3
11-20 people	18.1
21-50 people	14.7
Over 50 people	12.4
Total	100.0

Broker's Ownership Role in the Firm

Since the mid-1960's fewer and fewer brokers have had an ownership interest in the firms with which they are affiliated. Just over four out of every ten brokers in 1984 hold no ownership interest. In 1964, only 10 percent of brokers held no ownership interest in their firm.

Furthermore, over the same period the percentage of brokers who are individual proprietors has declined to almost half of the proportion who were proprietors in 1964. Moreover, the proportion of brokers who are stockholders and corporate officers has also suffered a decline in the last decade.

Table 33
BROKERS' OWNERSHIP ROLE IN FIRM: 1964-1984
(Percentage Distributions)

<u>Ownership Role</u>	<u>1964</u>	<u>1970</u>	<u>1972</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
Individual proprietor	63.9	55.5	50.9	53.0	48.3	37.5	34.0
Stockholder and corporate officer	13.4	18.9	20.9	20.9	18.4	17.8	13.6
Partner in a partnership	12.4	12.4	11.7	9.5	8.5	7.5	9.6
No ownership interest	10.3	13.2	16.5	16.6	24.8	37.2	42.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Ownership Interests of Male and Female Brokers

Overall, male brokers are much more likely to hold an ownership interest in a firm than are female brokers. Two thirds of males are owners while less than 40 percent of female brokers hold such an interest in their firms. Males are twice as likely to be individual proprietors--about 41 percent of males fill this role, whereas less than 21 percent of females have proprietary holdings in firms.

Table 34
OWNERSHIP INTEREST IN THE FIRM OF MALE AND FEMALE BROKERS
(Percentage Distributions)

	<u>Individual Proprietor</u>	<u>Stockholder and Corporate Officer</u>	<u>Partner in a Partnership</u>	<u>No Ownership Interest</u>	<u>Total</u>
Male	40.6	15.2	10.4	33.9	100.0
Female	20.8	10.3	7.9	60.8	100.0
All Brokers	34.0	13.6	9.6	42.8	100.0

Median Income of Brokers and Role in the Firm

Brokers who are owners typically earned about \$37,000 to \$38,000 in 1983. Brokers with no ownership interest did not fare as well with a median income in 1983 of \$22,000. The medians are somewhat higher than 1980 levels. Except for the median income of non-owners, this also holds true compared to 1977.

Table 35
MEDIAN INCOME OF BROKERS
ACCORDING TO ROLE IN THE FIRM: 1977-1983

	<u>1977</u>	<u>1980</u>	<u>1983</u>
Individual proprietor	\$30,000	\$34,400	\$38,000
Stockholder and corporate officer	\$35,000	\$36,800	\$38,000
Partner in a partnership	\$35,000	\$31,600	\$37,000
No Ownership Interest	\$25,000	\$20,300	\$22,000
All Brokers	\$28,000	\$28,900	\$30,000

Broker Affiliation

A majority (63.2 percent) of brokers with no ownership interest in the firm are affiliated with their firm as independent contractors. Female non-owner brokers are much more likely to be affiliated as independent contractors than male non-owner brokers.

Table 36
HOW MALE AND FEMALE BROKERS WITHOUT AN OWNERSHIP INTEREST ARE
AFFILIATED WITH THEIR FIRM
(Percentage of Respondents With No Ownership Interest)

	<u>Independent Contractor</u>	<u>Employee</u>	<u>Total</u>
Male	59.3	40.7	100.0
Female	72.7	27.3	100.0
All Brokers	63.2	36.8	100.0

Franchising

The percentage of brokers in firms that belong to a franchise organization had grown steadily during the 1970s. However, in 1984 a smaller percentage of brokers reported being associated with a franchised firm than in our previous survey. Only one of every five brokers indicated they are in a franchised company in 1984, compared to 25.7 percent in 1981.

Table 37
BROKERS WHO ARE ASSOCIATED WITH FRANCHISED AND NON-FRANCHISED FIRMS: 1975-1984
(Percentage Distributions)

	1975	1978	1981	1984
Franchised	8.5	17.1	25.7	20.4
Non-franchised	91.5	82.9	74.3	79.6
Total	100.0	100.0	100.0	100.0

Median Income of Brokers in Franchised and Non-Franchised Firms

Brokers who are associated with firms that do not belong to a franchise continue to earn more, on average, than those in firms affiliated with a franchise. The median income of brokers associated with a non-franchised firm was \$30,000 in 1983. In contrast, the median annual income for brokers in firms affiliated with franchise organizations was \$25,000.

Table 38
MEDIAN INCOME OF BROKERS WHO ARE ASSOCIATED
WITH FRANCHISED AND NON-FRANCHISED FIRMS: 1974-1983

	1974	1977	1980	1983
Franchised	\$22,000	\$25,000	\$27,800	\$25,000
Non-franchised	\$24,000	\$30,000	\$29,200	\$30,000
All Brokers	\$24,000	\$28,000	\$28,900	\$30,000

Brokers Associated with Firms Affiliated with Other Entities

Compared to franchises, fewer brokers indicated that they are in firms that are associated with a referral service, homebuying company, national company or chain. Less than 20 percent of brokers indicated that their firm is associated with an intercity referral service and 15 percent stated that their firms are associated with a third-party employee relocation management company, and only five percent reported their firm is connected with a national company or chain.

Table 39
BROKERS WHO ARE ASSOCIATED WITH FIRMS THAT HAVE
AFFILIATED WITH REFERRAL SERVICES, HOMEBUYING
COMPANIES OR NATIONAL CHAINS OF REAL ESTATE FIRMS
(Percentage Distributions)

	Firm Is Affiliated	Firm Is Not Affiliated	Total
Intercity referral service	18.0	82.0	100.0
Third-party employee relocation management company (homebuying company)	15.0	85.0	100.0
National corporation or chain of real estate companies	4.9	95.1	100.0

Median Income of Brokers in Firms Affiliated with Other Entities

There isn't a difference between the median income of brokers who are in firms associated with a referral service, homebuying company or national chain of real estate firms and that of brokers in firms not affiliated with such organizations.

Table 40
MEDIAN INCOME OF BROKERS WHO ARE ASSOCIATED WITH
FIRMS THAT HAVE AFFILIATED WITH REFERRAL SERVICES, HOMEBUYING
COMPANIES OR NATIONAL CHAINS OF REAL ESTATE FIRMS

	Firm Is Affiliated	Firm Is Not Affiliated
	<u>\$30,000</u>	<u>\$30,000</u>
Intercity referral service		
Third-party employee relocation management company (homebuying company)	\$30,000	\$30,000
National corporation or chain of real estate companies	\$30,000	\$30,000

Full-time and Part-time Male and Female Brokers

The vast majority of brokers (80.8 percent) are full-timers. Male brokers have a slightly greater tendency to be part-timers than females.

Table 41
FULL-TIME AND PART-TIME MALE AND FEMALE BROKERS
(Percentage Distributions)

	<u>Full-time</u>	<u>Part-time</u>	<u>Total</u>
Male	79.9	20.1	100.0
Female	82.5	17.5	100.0
All Brokers	80.8	19.2	100.0

Hours Worked Per Week by Brokers

Brokers are not afraid to put in long hours. On average, brokers worked 50 hours a week in 1984. Male brokers tended to work a few hours longer than female brokers.

Table 42
HOURS WORKED PER WEEK IN REAL ESTATE
BY BROKERS: 1984
(Percentage Distributions)

	Less than 30 hours	30-34 hours	35-39 hours	40-44 hours	45-49 hours	50-54 hours	55-59 hours	60-64 hours	Over 65 hours	Total	Median hours
Male	15.0	4.5	2.6	17.5	7.5	24.1	4.5	16.8	7.4	100.0	50 hrs.
Female	10.3	6.6	3.7	21.0	13.3	19.4	3.4	15.6	6.6	100.0	45 hrs.
All Brokers	13.4	5.2	3.0	18.6	9.5	22.5	4.2	16.4	7.2	100.0	50 hrs.

Income of Brokers by Hours Worked Per Week

Not unexpectedly, broker income rises as the number of hours worked per week increases. For example, brokers putting in a work week of less than 35 hours typically earned a median income of \$12,000 in 1983. In contrast, brokers who worked 65 hours or more earned a median income of \$40,000.

Table 43
INCOME OF BROKERS BY HOURS WORKED PER WEEK IN REAL ESTATE:1983

Hours Worked Per Week In Real Estate	Less than \$10,000	\$10,000- \$19,000	\$20,000- \$29,999	\$30,000- \$39,999	\$40,000- \$49,999	\$50,000- \$74,999	\$75,000 and over	Total	Median Income
Less than 30 hours	43.2	19.7	16.4	3.3	3.3	7.4	6.6	100.0	\$12,000
30-34 hours	41.2	21.6	11.8	7.8	*	11.8	5.9	100.0	\$12,000
35-39 hours	25.0	21.4	28.6	10.7	3.6	3.6	7.1	100.0	\$21,000
40-44 hours	11.3	17.2	21.0	14.0	11.8	12.9	11.8	100.0	\$30,000
45-49 hours	14.4	10.0	24.4	13.3	12.2	15.6	10.0	100.0	\$30,000
50-54 hours	5.5	13.2	20.9	15.3	12.8	18.7	13.6	100.0	\$35,300
55-59 hours	4.7	4.7	23.2	23.2	14.0	23.3	7.0	100.0	\$33,800
60-64 hours	5.0	8.1	19.9	18.6	13.7	17.4	17.2	100.0	\$38,200
65 hours and over	2.8	1.4	19.4	16.7	13.9	18.1	27.8	100.0	\$40,000
All Brokers	15.1	13.0	20.0	13.8	10.6	14.8	12.7	100.0	\$30,000

*Insufficient response

Median Income by Hours Worked

Generally, there is a strong relationship between the number of hours a broker works per week and income. As in past surveys, brokers who put in 60 hours or more a week earn incomes that are typically two or three times that of brokers working less than 30 hours.

Table 44

MEDIAN INCOME OF BROKERS BY HOURS WORKED PER WEEK IN REAL ESTATE: 1974-1983

Hours Worked Per Week In Real Estate	1974	1977	1980	1983
Less than 30 hours	\$10,000	\$15,000	\$12,900	\$12,000
30-34 hours	\$18,000	\$18,000	\$24,600	\$12,000
35-39 hours	\$18,000	\$24,800	\$15,000	\$21,000
40-44 hours	\$20,000	\$25,000	\$26,700	\$30,000
45-49 hours	\$21,300	\$29,000	\$25,700	\$30,000
50-54 hours	\$25,000	\$30,000	\$29,500	\$35,300
55-59 hours	\$26,000	\$24,500	\$29,300	\$33,800
60-64 hours	\$27,000	\$34,000	\$35,900	\$38,200
65 hours and over	\$26,000	\$40,000	\$39,600	\$40,000
All Brokers	\$24,000	\$28,000	\$28,900	\$30,000

*Insufficient response

PROFILE OF THE SALESPERSON

ECONOMIC AND DEMOGRAPHIC CHARACTERISTICS

Full-time and Part-time Salespersons

Just under 40 percent of the salespersons who participated in the 1984 survey are part-timers. The other 60 percent work full-time in the business.

Table 45
FULL-TIME AND PART-TIME SALESPERSONS
(Percentage Distributions)

	1984
Full-time	61.5
Part-time	38.5
Total	100.0

Income of Full-Time Salespersons

A salesperson who worked full-time in real estate during 1983 typically earned \$18,000 after business expenses. This is \$3,300 or 22 percent higher than the \$14,700 median income earned in 1980.

A great deal of variation, however, is apparent in the incomes of full-time salespersons. One out of every four full-time salespersons earned less than \$10,000, while an equal number earned between \$10,000 and \$19,999. However, a substantial number of full-timers earned at least \$50,000 in 1983.

Table 46
GROSS PERSONAL INCOME OF FULL-TIME SALESPERSONS: 1974-1983
(Percentage Distributions)

	1974	1977	1980	1983
Less than \$10,000	35.2	28.0	31.9	26.3
\$10,000-\$19,999	34.1	38.6	35.9	25.6
\$20,000-\$29,999	15.7	20.1	15.6	19.8
\$30,000-\$49,999	10.7	10.4	11.6	18.1
\$50,000 and over	4.3	2.9	4.9	10.2
Total	100.0	100.0	100.0	100.0
Median Income	\$12,000	\$14,300	\$14,700	\$18,000

Income of Full-time and Part-time Salespersons

As expected, the median income of full-time salespersons from their real estate work is greater than that of part-timers. The median income of full-time salespersons in 1983 was almost triple the \$6,400 median of part-time agents. Part-time salespersons, however, enjoyed a much greater increase in their average earnings since 1980 than their full-time counterparts. Part-timers saw their median income grow by more than 50 percent over that period, while the median income for full-time agents grew by slightly more than 20 percent.

Table 47
MEDIAN INCOME OF FULL-TIME AND PART-TIME SALESPERSONS: 1974-1983

	<u>1974</u>	<u>1977</u>	<u>1980</u>	<u>1983</u>
Full-time	\$12,000	\$14,300	\$14,700	\$18,000
Part-time	\$ 3,000	\$ 5,000	\$ 4,200	\$ 6,400

Satisfaction of Full-time Salespersons with Their Career

As with brokers, full-time salespersons are satisfied with their real estate career. More than nine out of every ten full-time salespersons are satisfied with their career. In fact, slightly more are "very satisfied" than "moderately satisfied."

Not unexpectedly, as the earnings of full-time salespersons rise, so does the level of satisfaction with their career. Fewer than three out of every ten full-timers who earned less than \$10,000 are very satisfied with their career, compared to almost 85 percent of those earning at least \$50,000.

Table 48
SATISFACTION OF FULL-TIME SALESPERSONS WITH THEIR CAREER
(Percentage Distributions)

<u>Income</u>	<u>Very Satisfied</u>	<u>Moderately Satisfied</u>	<u>Moderately Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Total</u>
Less than \$10,000	29.4	52.9	15.7	2.0	100.0
\$10,000-\$19,999	43.2	47.3	8.2	1.4	100.0
\$20,000-\$29,999	52.6	43.0	3.5	0.9	100.0
\$30,000-\$49,999	62.5	34.6	2.9	*	100.0
\$50,000 and over	84.5	13.8	1.7	*	100.0
All Full-time Salespersons	49.0	42.3	7.7	1.0	100.0

* Insufficient Response.

Trends in Male and Female Full-Time and Part-Time Salespersons

The proportion of female salespersons, both full-time and part-time, has risen over the last decade. In 1975, less than four out of ten full-time salespersons were women, whereas today the proportion is close to six out of ten full-timers. The proportion of female part-timers has risen from over four out of ten in 1975 to one-half in 1984.

Table 49
MALE AND FEMALE FULL-TIME AND PART-TIME SALESPERSONS: 1975-1984
(Percentage Distributions)

	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
<u>Full-time</u>				
Male	63.0	48.4	43.0	42.6
Female	37.0	51.6	57.0	57.4
Total	100.0	100.0	100.0	100.0
<u>Part-time</u>				
Male	58.9	64.3	56.5	49.1
Female	41.1	35.7	43.5	50.9
Total	100.0	100.0	100.0	100.0

Income of Male and Female Salespersons.

Male salespersons who work full-time in real estate earned slightly more than their female colleagues in 1983. The median gross income in 1983 for full-time salesmen was \$20,000 compared to a median of \$18,000 for full-time saleswomen. Slightly more women than men reported earnings of under \$10,000. In contrast, men were twice as likely as women to report earnings of at least \$50,000.

Table 50
INCOME OF MALE AND FEMALE FULL-TIME SALESPERSONS: 1983
(Percentage Distributions)

	<u>Less than</u> <u>\$10,000</u>	<u>\$10,000-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$29,999</u>	<u>\$30,000-</u> <u>\$49,999</u>	<u>\$50,000</u> <u>and over</u>	<u>Total</u>	<u>Median</u> <u>Income</u>
Male	24.0	24.0	17.6	20.0	14.4	100.0	\$20,000
Female	28.2	26.7	21.5	16.7	7.0	100.0	\$18,000
All Full-time Salespersons	26.3	25.6	19.8	18.1	10.2	100.0	\$18,000

Trend in the Income of Male and Female Salespersons

On average, both male and female full-time salespersons enjoyed higher earnings in 1983 than in 1980. The median income of males grew \$1,100, or nearly six percent, while the median income of females grew \$5,700 or 46 percent.

These divergent growth rates resulted in female salespersons closing the "earnings gap" that exists between their earnings and those of male salespersons. Male full-time salespersons earned only \$2,000 more than their female colleagues in 1983. This is a much narrower gap than evident in earlier surveys.

Table 51
MEDIAN INCOME OF MALE AND FEMALE FULL-TIME
SALESPERSONS: 1974-1983

	1974	1977	1980	1983
Male	\$15,000	\$17,000	\$18,900	\$20,000
Female	\$ 9,000	\$12,000	\$12,300	\$18,000
All Full-time Salespersons	\$12,000	\$14,300	\$14,700	\$18,000

Age of Salespersons

This years survey showed fewer young salespersons in the business than in our two most recent surveys. The median age in 1984 was 44 years, two years older than in 1978 or 1981. Nearly one out of every four salespersons are under the age of 35, while an equal number are at least 55 years old.

Table 52
AGE DISTRIBUTION OF SALESPERSONS: 1975-1984
(Percentage Distributions)

Age	1975	1978	1981	1984
29 years old or less	11.5	14.8	13.0	11.5
30 thru 34 years old	11.5	13.7	13.8	12.6
35 thru 39 years old	12.3	15.4	16.6	14.0
40 thru 44 years old	12.2	12.1	13.2	12.6
45 thru 49 years old	14.5	12.3	12.8	11.8
50 thru 54 years old	14.6	11.5	9.3	12.7
55 thru 59 years old	10.2	9.5	9.9	10.5
60 thru 64 years old	7.3	6.1	5.6	8.0
65 years old and over	5.9	4.6	5.8	6.5
Total	100.0	100.0	100.0	100.0
Median Age	45 years	42 years	42 years	44 years

Income of Full-Time Salespersons By Age

As with brokers, very little correlation exists between the age of full-time salespersons and the income they earned. For example, salespersons from the 30 to 34 year old age group earned a median of \$20,000, as did those aged 55 through 59. This weak correlation could be due to the fact that people enter the industry at various ages and therefore have varying degrees of real estate experience -- the main factor influencing income.

Table 53
INCOME OF FULL-TIME SALESPERSONS BY AGE: 1983
(Percentage Distributions)

Age	Less than \$10,000	\$10,000- \$19,999	\$20,000- \$29,999	\$30,000- \$49,999	\$50,000 and over	Total	Median Income
29 years old or less	30.8	26.2	18.5	16.9	7.7	100.0	\$15,000
30 thru 34 years old	27.3	18.2	16.7	24.2	13.6	100.0	\$20,000
35 thru 39 years old	20.0	25.0	25.0	16.3	13.8	100.0	\$20,000
40 thru 44 years old	25.3	22.8	31.6	15.2	5.1	100.0	\$20,000
45 thru 49 years old	22.5	32.4	16.9	16.9	11.3	100.0	\$18,000
50 thru 54 years old	32.1	31.0	13.1	20.2	3.6	100.0	\$16,000
55 thru 59 years old	21.0	21.0	19.4	21.0	17.7	100.0	\$20,000
60 thru 64 years old	38.1	23.8	19.0	14.3	4.8	100.0	\$15,000
65 years old and over	*	*	*	*	*	*	*
All Full-time Salespersons	26.3	25.6	19.8	18.1	10.2	100.0	\$18,000

* Insufficient Responses.

Trends in the Median Income of
Full-Time Salespersons By Age

The median income for full-time salespersons typically rose from \$14,700 in 1980 to \$18,000 in 1983, an increase of over 22 percent. However, the income gains of some age groups were more substantial than others. The largest gains were for salespersons aged 40 to 44, whose median income rose by 39 percent. The median income for salespersons in the under 30 year old age bracket rose the slowest, up one percent.

Table 54
MEDIAN INCOME OF FULL-TIME SALESPERSONS BY AGE: 1974-1983

Age	1974	1977	1980	1983
29 years old or less	\$12,000	\$12,000	\$14,800	\$15,000
30 thru 34 years old	\$12,000	\$15,000	\$16,000	\$20,000
35 thru 39 years old	\$14,500	\$13,000	\$17,800	\$20,000
40 thru 44 years old	\$15,000	\$15,000	\$14,400	\$20,000
45 thru 49 years old	\$13,000	\$18,000	\$14,300	\$18,000
50 thru 54 years old	\$12,000	\$13,000	\$13,900	\$16,000
55 thru 59 years old	\$12,000	\$15,000	\$14,700	\$20,000
60 thru 64 years old	\$10,000	\$14,000	\$12,700	\$15,000
65 years old and over	\$10,000	\$12,000	\$7,500	*
All Full-time Salespersons	\$12,000	\$14,300	\$14,700	\$18,000

* Insufficient Response.

EDUCATION

Formal Education of Salespersons

The educational level of salespersons is very strong. In 1984, nearly 37 percent of all salespersons received at least a bachelor's degree while an equal number had taken some college studies but did not complete a bachelor's program. Less than one quarter of all salespersons finished high school but had not gone further and fewer than two percent of salespersons did not complete high school. The level of formal education completed by salespersons in the 1984 survey is comparable to the levels found in previous surveys.

Table 55
FORMAL EDUCATION OF SALESPERSONS: 1975-1984
(Percentage Distributions)

<u>Educational Level</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
Some high school	4.7	2.8	4.2	1.6
High school graduate	24.1	26.9	25.9	24.0
Some college but less than four years of college	33.5	37.8	34.6	37.8
Four years of college-				
Bachelor's Degree	24.7	19.5	18.5	26.3
Graduate Study	13.0	13.0	16.7	10.3 *
Total	100.0	100.0	100.0	100.0

* The question asked in the 1984 survey is not strictly comparable to the one asked in previous surveys. In the 1984 survey we asked for graduate degrees only. In previous surveys we had asked members to indicate the highest year of school that they completed. Therefore, exercise some caution in analyzing the data.

Undergraduate Specialization of Salespersons Who Have Attended College

Business administration was the most frequently cited undergraduate specialization of salespersons who have attended college. Other popular majors include the physical sciences, liberal arts, and education. A host of "other" diverse specialties were cited including law, accounting and communications just to name a few.

Table 56
UNDERGRADUATE SPECIALIZATION OF SALESPERSONS WHO HAVE ATTENDED COLLEGE
(Percentage Distribution)

<u>Specialization</u>	
Business Administration	31.4
Physical Sciences	22.1
Liberal Arts	17.3
Education	14.1
Engineering	4.2
Economics	3.2
Real Estate	1.2
Law	1.0
Agriculture	1.0
Other	5.6
Total	100.0

Income of Full-Time
Salespersons by Educational Level

As with brokers, greater levels of formal education do not always translate into more income for full-time salespersons. The highest median incomes in 1983 were the \$20,000 recorded by salespersons with a bachelor's degree and those with a graduate degree. However, salespersons who had finished high school or less earned a median income of \$18,000 just \$2,000 less than those with at least a college degree.

Table 57
INCOME OF FULL-TIME SALESPERSONS BY EDUCATIONAL LEVEL: 1983
(Percentage Distributions)

<u>Educational Level</u>	<u>Less than</u> <u>\$10,000</u>	<u>\$10,000-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$29,999</u>	<u>\$30,000-</u> <u>\$49,999</u>	<u>\$50,000</u> <u>and over</u>	<u>Total</u>	<u>Median</u> <u>Income</u>
High school graduate or less	27.1	25.6	18.0	19.5	9.8	100.0	\$18,000
Some college but less than four years of college	28.1	28.6	21.0	16.2	6.2	100.0	\$17,000
Four years of college-							
Bachelor's Degree	20.2	26.8	20.8	19.6	12.5	100.0	\$20,000
Graduate Study	32.7	11.5	21.2	17.3	17.3	100.0	\$20,000
All Full-time salespersons	26.3	25.6	19.8	18.1	10.2	100.0	\$18,000

Trends in the Median Income of Full-Time Salespersons by Educational Level

The median incomes of salespersons who have attained different levels of formal education rose between 1980 and 1983. Full-time salespersons with just a high school diploma or less enjoyed the largest increase in income while those who had some college but less than four years experienced a very modest increase of about six percent.

Table 58
MEDIAN INCOME OF FULL-TIME SALESPERSONS BY EDUCATIONAL LEVEL: 1974-1983

<u>Educational Level</u>	<u>1974</u>	<u>1977</u>	<u>1980</u>	<u>1983</u>
Some high school	\$10,000	\$12,800	\$13,800	*
High school graduate		\$12,000	\$12,000	\$18,000
Some college but less than four years of college		\$12,000	\$14,200	\$16,000
Four years of college-	\$12,000	\$14,200	\$16,000	\$17,000
Bachelor's Degree	\$15,000	\$15,000	\$14,700	\$20,000
Graduate Study	\$15,000	\$15,000	\$17,300	\$20,000
All Full-time Salespersons	\$12,000	\$14,300	\$14,700	\$18,000

* Included in high school graduate.

Salespersons Participation in Real Estate Programs

The vast majority of real estate salespersons believe participation in post-licensure real estate instructional programs is an excellent way to augment their professional expertise. Over eight out of ten salespersons have participated in at least one program, and 23.6 percent have participated in four or more programs. Not surprisingly, full-timers are more apt to participate in these programs and take a multiple number of programs than part-timers.

Table 59
SALESPERSONS' PARTICIPATION IN REAL ESTATE INSTRUCTIONAL PROGRAMS
(Percentage Distributions)

	<u>No</u> <u>Programs</u>	<u>One</u> <u>Program</u>	<u>Two</u> <u>Programs</u>	<u>Three</u> <u>Programs</u>	<u>Four</u> <u>Programs</u>	<u>Five or More</u> <u>Programs</u>	<u>Total</u>
Full-time	14.0	21.3	19.6	17.0	13.1	15.0	100.0
Part-time	20.4	28.2	21.5	13.7	9.3	6.9	100.0
All Salespersons	17.0	23.6	20.3	15.6	11.5	12.1	100.0

Salespersons Participation In Instructional
Programs by the Source of Program

Salespersons participate in a variety of instructional programs. The most popular are those sponsored by real estate Boards. Over four out of ten salespersons have attended a Board sponsored course. Company programs are also frequently attended. At the other end of the spectrum, university courses are the least frequent type of instructional course that salespersons attend. Generally, full-time salespersons are more likely to attend each type of real estate instructional program than part-timers.

Table 60
SALESPERSONS PARTICIPATION IN INSTRUCTIONAL PROGRAMS BY SOURCE OF THE PROGRAM
(Percent of Membership)

	Real Estate Board	Company Program	Franchise Organization	State Licensing Commission	State Association	NAR Affiliates	REALTOR Institute	University Extension Program	University Full-time Course
Full-time	44.8	45.9	29.9	29.2	23.6	23.5	22.4	17.4	10.6
Part-time	37.7	32.4	22.6	23.1	16.6	15.7	13.3	18.4	8.6
All Salespersons	41.6	40.5	26.9	26.7	20.9	20.4	18.8	17.8	9.9

PROFESSIONAL BACKGROUND

Salespersons Who Pursued a Career
Before Entering Real Estate

The vast majority of salespersons, over nine out of every ten, pursued another career before entering the real estate business. The prevalence of a previous career is slightly higher for part-timers than full-timers.

Table 61
SALESPERSONS WHO PURSUED ANOTHER CAREER BEFORE ENTERING REAL ESTATE
(Percentage Distributions)

	<u>Pursued Another Career</u>	<u>Did Not Pursue Another Career</u>	<u>Total</u>
Full-time	89.6	10.4	100.0
Part-time	94.7	5.3	100.0
All Salespersons	91.7	8.3	100.0

Prior Occupations of Salespersons Who Pursued
Another Career Before Entering Real Estate

Salespersons who pursued a previous career before entering real estate worked in both allied and non-allied occupations. The most frequently cited allied occupation--related to the real estate business--was management/administration. Secretarial/bookkeeping work was the most frequently cited prior non-allied occupation. Very little variation exists between full-timers and part-timers regarding prior occupations.

Table 62
PRIOR OCCUPATIONS OF SALESPERSONS WHO PURSUED
ANOTHER CAREER BEFORE ENTERING REAL ESTATE
(Percentage Distributions)

	<u>Full-time</u>	<u>Part-time</u>	<u>All Salespersons</u>
<u>Previous Allied Occupation</u>			
Management/Administration	10.8	11.1	10.9
Sales/Marketing	6.9	5.8	6.3
Banking/Finance	4.7	4.3	4.6
Insurance	3.1	2.3	2.7
Building/Construction	1.8	2.5	2.0
Law	0.3	*	0.2
Other	0.7	1.0	0.8
Total	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
<u>Previous Non-Allied Occupation</u>			
Secretarial/Bookkeeping	14.2	16.1	15.2
Teaching	8.5	10.1	9.2
Retailing	7.8	5.8	6.9
Armed Forces	4.2	2.8	3.6
Medical Profession	4.2	3.3	3.9
Government	3.8	5.3	4.4
Tradesman	2.8	2.8	2.8
Manufacturing	2.6	3.5	3.0
Accounting	2.3	3.5	2.7
Transportation	2.3	1.5	2.0
Communication	2.0	1.8	1.8
Engineering	1.6	2.3	1.8
Homemaker	1.5	*	1.1
Personnel	0.7	1.0	0.8
Social Science	0.5	0.8	0.6
Farming	0.3	1.0	0.7
Other	12.6	11.6	12.1
	<u>71.7</u>	<u>73.0</u>	<u>72.5</u>
Total	100.0	100.0	100.0

* Insufficient Response.

Full-Time and Part-Time Salespersons
Who Have Occupations in Addition to Real Estate

Just under three-quarters of all salespersons work exclusively in real estate. Not unexpectedly, part-timers have a far greater tendency to have another occupation than full-timers. Over half of the part-timers have a second job, whereas just under one out of ten full-timers do.

Table 63
FULL-TIME AND PART-TIME SALESPERSONS
WHO HAVE OCCUPATIONS IN ADDITION TO REAL ESTATE
(Percentage Distributions)

	<u>Work Exclusively In Real Estate</u>	<u>Have Another Occupation</u>	<u>Total</u>
Full-time	90.6	9.4	100.0
Part-time	48.1	51.9	100.0
All Salespersons	74.4	25.6	100.0

Occupations of Salespersons Who Have Another Job

Salespersons who have another job in addition to real estate hold a variety of positions. For example, secretarial/bookkeeping, teaching, management, and positions in the insurance business, were frequently cited as additional occupations.

Table 64
OCCUPATIONS OF SALESPERSONS WHO HAVE ANOTHER JOB IN ADDITION TO REAL ESTATE
(Percentage of Salespersons Who Have Another Occupation)

<u>Occupations</u>	<u>Full-time</u>	<u>Part-time</u>	<u>All Salespersons</u>
Secretarial/Bookkeeping	6.2	9.8	9.3
Teaching	7.4	8.1	8.1
Management/Administration	3.7	8.1	6.6
Insurance	8.6	6.0	6.3
Government	4.9	5.6	5.7
Building/Construction	7.4	4.7	5.1
Banking/Finance	2.5	5.1	4.8
Other	59.3	52.6	54.1
Total	100.0	100.0	100.0

Number of Years That Salespersons
Have Held A Real Estate License

On average, a salesperson has held a real estate license for five years. However, more than one out of every ten salespersons has held a license for more than a decade. In contrast, nearly three of ten have held a license for only one or two years.

Table 65
NUMBER OF YEARS THAT SALESPERSONS HAVE HELD A REAL ESTATE LICENSE
(Percentage Distribution)

<u>Years Holding a License</u>	
1	16.3
2	12.8
3	9.9
4	9.5
5	10.1
6-10	29.0
11-15	6.9
16-25	4.4
26-39	1.2
40 and over	*
Total	<u>100.0</u>
Median Years	5 yrs.

* Insufficient Responses.

Trends in the Real Estate Experience of Salespersons

Salespersons are becoming more experienced. Typically, salespersons in 1984 have been in the real estate business for five years, up from a median of three years in 1981. In fact, the proportion of members with at least six years experience nearly doubled from 26.6 percent in 1981 to 46.7 percent in 1984.

Table 66
REAL ESTATE EXPERIENCE OF SALESPERSONS: 1975-1984
(Percentage Distributions)

<u>Years in Real Estate</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
1	5.9	16.5	14.6	15.2
2	18.3	23.0	20.2	12.6
3	16.3	12.6	17.6	8.2
4	10.6	9.4	13.0	8.1
5	7.8	9.1	8.0	9.3
6-10	18.2	18.7	18.5	30.1
11-15	10.1	4.5	4.3	9.3
16-25	9.7	4.7	2.8	5.6
26-39	2.2	0.9	0.8	1.5
40 and over	0.9	0.5	0.2	0.2
Total	100.0	100.0	100.0	100.0
Median Years	4 yrs.	3 yrs.	3 yrs.	5 yrs.

Income of Full-Time Salespersons By
Number Of Years in the Real Estate Business

In general, income of salespersons rises as they acquire greater experience in the real estate business. For example, salespersons who have been in the business for one year typically earned a median income of \$6,000. By comparison, the salespersons with more than a decade of experience in the business frequently had median incomes in excess of \$26,000.

Table 67
INCOME OF FULL-TIME SALESPERSONS BY NUMBER OF YEARS IN THE REAL ESTATE BUSINESS: 1983
(Percentage Distributions)

Years in Real Estate Business	Less than \$10,000	\$10,000- \$19,999	\$20,000- \$29,999	\$30,000- \$49,999	\$50,000 and over	Total	Median Income
1	65.9	11.4	15.9	6.8	*	100.0	\$ 6,000
2	45.2	34.2	9.6	9.6	1.4	100.0	\$11,000
3	38.0	34.0	18.0	8.0	2.0	100.0	\$15,000
4	27.1	20.8	22.9	14.6	14.6	100.0	\$20,000
5	14.5	38.2	18.2	21.8	7.3	100.0	\$18,000
6-10	16.9	22.9	24.9	25.9	9.5	100.0	\$20,000
11-15	9.2	27.7	18.5	18.5	26.2	100.0	\$26,000
16-25	*	*	*	*	*	*	*
26-39	*	*	*	*	*	*	*
40 or more	*	*	*	*	*	*	*
All Full-time Salespersons	26.3	25.6	19.8	18.1	10.2	100.0	\$18,000

* Insufficient Response.

Trends in the Median Income Of Full-Time Salespersons By Number of Years in the Real Estate Business

Over the last decade the income of full-time salespersons typically rose as they gained experience in the real estate business. However, a comparison with the median incomes from the past survey reveals that the median incomes for the newer entrants have generally declined since 1980. On the other hand, the income levels for salespersons with three or more years of experience have risen since our last survey.

Table 68
MEDIAN INCOME OF FULL-TIME SALESPERSONS BY NUMBER OF YEARS
IN REAL ESTATE BUSINESS: 1974-1983

<u>Years in Real Estate</u>	<u>1974</u>	<u>1977</u>	<u>1980</u>	<u>1983</u>
1	\$ 3,400	\$ 7,000	\$ 6,200	\$ 6,000
2	\$ 8,000	\$12,000	\$12,300	\$11,000
3	\$11,000	\$15,000	\$14,400	\$15,000
4	\$12,000	\$16,000	\$16,300	\$20,000
5	\$15,000	\$15,000	\$16,900	\$18,000
6-10	\$17,000	\$18,000	\$17,800	\$20,000
11-15	\$19,300	\$16,500	\$19,200	\$26,000
16-25	\$20,000	\$20,000	\$17,500	*
26-39	\$18,800	*	*	*
40 or more	*	*	*	*
All Full-time Salespersons	\$12,000	\$14,300	\$14,700	\$18,000

* Insufficient Response.

Years of Membership in the
NATIONAL ASSOCIATION OF REALTORS

On average, a salesperson's tenure in NAR has been steadily increasing. Salespersons in 1984, have typically been members of NAR for four years, up from three years in 1981. In fact, nearly one out of ten have been members of NAR for at least 11 years.

Table 69
YEARS OF MEMBERSHIP FOR SALESPERSONS IN THE
NATIONAL ASSOCIATION OF REALTORS: 1978-1984
(Percentage Distributions)

<u>Years of Membership</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
1	23.3	20.1	20.9
2	26.8	23.5	14.0
3	12.7	18.4	10.5
4	10.4	12.2	10.6
5	7.8	7.8	9.1
6-10	14.1	13.9	25.2
11-15	2.3	2.5	6.1
16-25	2.2	1.3	2.6
25 and over	0.4	0.4	0.5
Total	100.0	100.0	100.0
Median Years	2 yrs.	3 yrs.	4 yrs.

Number of Firms Salespersons Have Been
Affiliated With During Real Estate Career

Over half of all salespersons surveyed have been associated with just one real estate firm during their entire real estate career. Another three out of ten have been affiliated with two firms while less than two percent have been affiliated with five or more firms.

Table 70
NUMBER OF FIRMS SALESPERSONS WERE AFFILIATED
WITH DURING REAL ESTATE CAREER: 1984
(Percentage Distributions)

	Number of Firms					Total
	One	Two	Three	Four	Five or More	
Full-time	48.8	30.4	14.5	3.9	2.4	100.0
Part-time	55.9	27.7	12.9	2.4	1.1	100.0
All Salespersons	51.6	29.3	14.0	3.3	1.9	100.0

Years Salesperson Has Been Affiliated with Present Firm

The vast majority of both full-time and part-time salespersons have been affiliated with their present firm for five years or less. In addition, nearly one-half of all salespersons have been affiliated with their current firm for either one or two years. On the other hand, two out of every ten salespersons have been affiliated with their present firm for over five years. There is very little difference between the affiliations of full-time and part-time salespersons.

Table 71
NUMBER OF YEARS THAT FULL-TIME AND PART-TIME SALESPERSONS
HAVE BEEN AFFILIATED WITH PRESENT FIRM
(Percentage Distributions)

Years of Affiliation	Full-time	Part-time	All Salespersons
1	29.4	27.3	28.6
2	18.0	19.3	18.4
3	12.1	14.7	13.1
4	10.9	8.5	10.2
5	9.6	8.5	9.0
6-10	14.9	16.7	15.6
Over 10	5.0	5.0	5.0
Total	100.0	100.0	100.0
Median Years	3 yrs.	3 yrs.	3 yrs.

Salespersons and Securities Licenses

As with brokers, very few salespersons currently hold any securities licenses. A bit over one percent of either full-time or part-time salespersons hold any type of securities license.

Table 72
SECURITIES LICENSES HELD BY FULL-TIME AND PART-TIME SALESPERSONS
(Percentage of Respondents)

	None	NASD General License	NASD DPP principal (Series 39)	NASD DPP representative (Series 22)
Full-time	98.7	0.8	*	0.4
Part-time	98.7	0.9	*	0.4
All Salespersons	98.7	0.8	*	0.4

* Insufficient Response.

BUSINESS CHARACTERISTICS

Specialty of Salespersons

The primary business specialty of salespersons in 1984 continues to be residential brokerage. The vast majority of salespersons have indicated on every survey since 1975 that residential brokerage is their primary business activity. Property management and commercial brokerage are a distant second and third in 1984, at 4.2 percent and 3.9 percent, respectively.

Table 73
PRIMARY BUSINESS SPECIALTY OF SALESPERSONS: 1975-1984
(Percentage Distributions)

<u>Business Specialty</u>	<u>1975</u>	<u>1978</u>	<u>1981</u>	<u>1984</u>
Residential brokerage	78.7	83.9	83.8	81.6
Commercial brokerage	6.4	3.9	3.9	3.9
Industrial brokerage	1.2	0.7	1.1	0.4
Farm and land brokerage	4.0	3.2	3.9	3.3
Property management	2.9	2.5	2.2	4.2
Appraising	1.6	1.1	0.8	0.8
Counseling	N/A	0.7	0.8	1.3
Building and development	1.9	1.5	1.3	2.2
Mortgage finance	1.0	0.7	0.4	0.5
Syndication	N/A	N/A	0.4	0.2
Other	2.3	1.8	1.5	1.6
Total	100.0	100.0	100.0	100.0

N/A Not Asked

Note: Not available for years prior to 1975.

Real Estate Activity of Salespersons

Residential brokerage is the real estate activity in which most salespersons spend at least some of their time. More than nine out of every ten salespersons devote at least part of their time to this activity. Commercial brokerage, farm and land brokerage, real estate counseling, and mortgage finance, respectively, were the next most frequently mentioned real estate activities in which salespersons are engaged at least to some extent. In contrast, only two percent of salespersons are engaged in syndication, and only 5.4 percent are engaged in industrial brokerage.

Table 74
VARIOUS REAL ESTATE ACTIVITIES TO WHICH SALESPERSONS
DEVOTE AT LEAST SOME OF THEIR TIME
(Percentage of Respondents Engaged in Activity)

<u>Real Estate Activity</u>	<u>Percent</u>
Residential brokerage	91.7
Commercial brokerage	29.7
Farm and land brokerage	21.7
Industrial brokerage	5.4
Counseling	21.4
Mortgage finance	18.5
Property management	17.4
Appraising	17.0
Building and development	10.3
Syndication	2.0
Other	4.0

Salespersons Affiliation by Size of Firm

Most salespersons are affiliated with single-office real estate firms. Nearly 60 percent of all real estate salespersons are associated with firms that have only one office. However, nearly 13 percent are affiliated with two office firms, and more than one quarter of all salespersons indicated that they are associated with firms with three or more offices.

When the size of the firm is measured in terms of the number of people in the work force, a slightly different picture is revealed. Nearly one-quarter of the surveyed salespersons are associated with a firm of more than 50 people. However, more than one out of every ten salespersons indicated that they are associated with firms of five or fewer people.

Table 75
THE SIZE OF THE FIRMS WITH WHICH SALESPERSONS ARE AFFILIATED
(Percentage Distributions)

<u>Number of Offices</u>	<u>Percent</u>
1 office	58.4
2 offices	12.4
3 offices	6.8
4 offices	3.7
5 offices or more	18.7
Total	100.0
<u>Total Size of Work Force</u>	
5 people or less	11.6
6-10 people	19.5
11-20 people	23.2
21-50 people	20.0
Over 50 people	25.7
Total	100.0

Affiliation of Salespersons with the Firm

An overwhelming majority of full-time and part-time salespersons are associated with their real estate firm as independent contractors. Less than one in ten salespersons are employees with their firms.

Table 76
HOW FULL-TIME AND PART-TIME SALESPERSONS ARE AFFILIATED WITH THEIR FIRM
(Percentage Distributions)

	<u>Independent Contractor</u>	<u>Employee</u>	<u>Total</u>
Full-time	93.8	6.2	100.0
Part-time	92.6	7.4	100.0
All Salespersons	93.0	7.0	100.0

Salespersons Affiliated with Franchised and Non-Franchised Firms

Salespersons are affiliated with non-franchised firms and franchised firms. In 1984, three out of every ten salespersons are affiliated with a franchised firm. This is down slightly from the 1981 survey results.

Table 77
SALESPERSONS AFFILIATED WITH FRANCHISED AND NON-FRANCHISED FIRMS: 1978-1984
(Percentage Distributions)

	<u>1978</u>	<u>1981</u>	<u>1984</u>
Franchised	25.2	34.7	30.8
Non-franchised	74.8	65.3	69.2
Total	100.0	100.0	100.0

Median Income of Salespersons in Franchised and Non-franchised Firms

The median income in 1983, for both franchised and non-franchised full-time salespersons was higher than in 1980. The median income of salespersons in franchised firms rose from \$13,200 in 1980 to \$15,000 in 1983, while the median income for salespersons in non-franchised firms rose from \$15,500 to \$20,000 over the same period. The median incomes for salespersons in non-franchised firms are consistently higher than the incomes of their counterparts in franchised firms.

Table 78
MEDIAN INCOME OF FULL-TIME SALESPERSONS WHO ARE
ASSOCIATED WITH FRANCHISED AND NON-FRANCHISED FIRMS: 1980-1983

	1977	1980	1983
Franchised	N/A	\$13,200	\$15,000
Non-franchised	N/A	\$15,500	\$20,000
All Full-time Salespersons	N/A	\$14,700	\$18,000

N/A Not Available.

Salespersons in Firms Affiliated with Other Entities

A large majority of the salespersons participating in this survey indicated that they are not associated with firms that are affiliated with a referral service, homebuying company, or a national chain. Just over one in every four are associated with a firm affiliated with an intercity referral service while one in five are with firms affiliated with a homebuying company. Less than one in ten indicated that they are with a firm that is a national corporation or chain of real estate companies.

Table 79
SALESPERSONS WHO ARE ASSOCIATED WITH FIRMS THAT HAVE
AFFILIATED WITH REFERRAL SERVICES, HOMEBUYING COMPANIES OR
NATIONAL CHAINS OF REAL ESTATE FIRMS
(Percentage Distributions)

	Firm Is Affiliated	Firm Is Not Affiliated	Total
Intercity referral services	27.0	73.0	100.0
Third-party employee relocation management company (homebuying company)	21.2	78.8	100.0
National corporation or chain of real estate companies	7.5	92.5	100.0

Income of Full-time Salespersons Associated with Firms That Are
Affiliated with Referral Services or Other National Entities

As with brokers, it is difficult to tell whether the firm's affiliation with a referral service, a homebuying company or a national corporation or chain improves or harms the earnings of full-time salespersons. No clear pattern emerges from the following table. The median income for full-time salespersons who are in a firm that is affiliated with a national entity is equal or close to that of other full-time salespersons.

Table 80
MEDIAN INCOME OF FULL-TIME SALESPERSONS WHO ARE ASSOCIATED WITH
FIRMS THAT HAVE AFFILIATED WITH REFERRAL SERVICES, HOMEBUYING
COMPANIES OR NATIONAL CHAINS OF REAL ESTATE FIRMS

	Firm Is Affiliated	Firm Is Not Affiliated
Intercity referral services	\$19,000	\$18,000
Third-party employee relocation management company (homebuying company)	\$18,000	\$18,000
National corporation or chain of real estate companies	\$16,000	\$19,000

Hours Worked Per Week

Salespersons as a whole work 42 hours per week at their chosen field, which is slightly less than the median for brokers. On average, a full-time salesperson spends 45 hours on the job, with 20 percent working 60 or more hours per week. On the other hand, all part-timers, except for a slight minority, work less than 40 hours per week. Indeed, almost three-fourths of the part-timers spend less than 30 hours per week in real estate.

Table 81
HOURS WORKED PER WEEK IN REAL ESTATE BY
FULL-TIME AND PART-TIME SALESPERSONS: 1984
(Percentage Distributions)

	Full-time	Part-time	All Salespersons
Less than 30	0.3	73.3	28.0
30-34 hours	1.9	16.7	10.2
35-39 hours	7.3	7.0	5.9
40-44 hours	32.6	1.5	20.2
45-49 hours	11.9	0.9	7.4
50-54 hours	21.4	0.3	13.2
55-59 hours	4.5	*	2.8
60-64 hours	13.6	0.2	8.4
65 hours and over	6.4	*	3.9
Total	100.0	100.0	100.0
Median Hours	45 hrs.	28 hrs.	42 hrs.

* Insufficient Response.

Income of Salespersons by Hours Worked

In general, there is a strong relationship between hours worked by a salesperson and the income earned. For example, salespersons working less than 30 hours a week earned a median income of \$5,000. In contrast, those working more than 50 hours a week sometimes earned in excess of \$25,000.

Table 82
INCOME OF SALESPERSONS BY HOURS WORKED PER WEEK IN REAL ESTATE: 1983
(Percentage Distributions)

Hours Worked Per Week in Real Estate	Less than \$10,000	\$10,000- \$19,999	\$20,000- \$29,999	\$30,000- \$49,999	\$50,000 and over	Total	Median Income
Less than 30 hours	77.0	10.0	6.7	4.8	1.4	100.0	\$ 5,000
30-34 hours	57.8	21.7	10.8	4.8	4.8	100.0	\$10,000
35-39 hours	39.2	31.4	17.6	5.9	5.9	100.0	\$12,000
40-44 hours	29.8	27.7	22.0	13.6	6.8	100.0	\$17,000
45-49 hours	35.2	22.1	16.2	22.1	4.4	100.0	\$15,000
50-54 hours	18.9	21.3	19.7	23.0	17.2	100.0	\$25,000
55-59 hours	*	*	*	*	*	*	*
60-64 hours	23.4	24.7	14.3	20.8	16.9	100.0	\$20,000
65 hours and over	10.3	33.3	23.1	20.5	12.8	100.0	\$20,000

*Insufficient Response

Trends in Salespersons Income and Hours Worked

The median income for most salespersons, regardless of hours worked, rose in 1983. The median incomes for salespersons who worked various number of hours per week appear on the following table.

Table 83
MEDIAN INCOME OF SALESPERSONS BY HOURS WORKED PER WEEK
IN REAL ESTATE: 1974-1983

Hours Worked Per Week in Real Estate	1974	1977	1980	1983
Less than 30 hours	\$ 3,000	\$ 5,000	\$ 4,400	\$ 5,000
30-34 hours	\$ 6,000	\$10,000	\$ 8,900	\$10,000
35-39 hours	\$ 8,000	\$10,000	\$ 9,800	\$12,000
40-44 hours	\$ 9,900	\$12,000	\$12,000	\$17,000
45-49 hours	\$11,000	\$15,500	\$16,300	\$15,000
50-54 hours	\$15,000	\$15,000	\$17,600	\$25,000
55-59 hours	\$18,000	\$16,000	\$18,600	*
60-64 hours	\$17,000	\$18,000	\$18,900	\$20,000
65 hours and over	\$15,500	\$20,000	\$22,500	\$20,000

* Insufficient Response.

APPENDICES

APPENDIX A

SURVEY COVERAGE AND RESPONSE

Survey Coverage

In July of 1984 the Economics and Research Division of the NATIONAL ASSOCIATION OF REALTORS undertook a sample survey of the Association's membership. The cover letter and questionnaire used in the survey have been reproduced in Appendix "B".

Survey questions were generally confined to the economic, demographic, educational and professional profile of the members. Information on the characteristics of the firm and the operation of a real estate business are the subject of companion studies entitled "Real Estate Brokerage: Income, Expenses, Profits" and "Profile of Real Estate Firms."

The questionnaire was sent to a representative cross-section of the membership of the NATIONAL ASSOCIATION OF REALTORS. The sample included approximately 6,700 members that were randomly selected from the Association's computerized mailing list. The initial mailing of the questionnaire was conducted during the third week of July. In the first week of August, a follow-up mailing was sent to those who had not yet responded to the inquiry. The survey was closed at the end of September.

Confidentiality

Some of the questions were of a personal nature, particularly the inquiry requesting a disclosure of earnings for 1983. To insure the confidentiality of the replies, respondents were not asked to sign the questionnaire. Instead each envelope used in mailing the surveys was individually coded. Confidentiality was preserved by separating the envelope and the questionnaire immediately upon receipt. Once this step was completed the link between the individual's identity and the questionnaire was destroyed.

One out of every five members who responded to the survey chose not to report their earnings. If the remainder of the questionnaire was properly filled in, the response was used in tabulations which did not pertain to income.

Response

In response to the survey 2,467 individuals -- 37.0 percent of the sample -- mailed in complete questionnaires. A small fraction of the responses were not usable, most often because the questionnaire was received too late for tabulation or because it was not properly filled in.

SURVEY RESPONSE

	<u>Number</u>	<u>Percent</u>
Mailed Questionnaires	6,673	100.0
Total Response	2,467	37.0
Usable Response	2,356	35.3

Definition of Terms

Part-time Salesperson:

A person was considered "part-time" if he checked that box on the questionnaire. The number of hours worked per week in real estate was not used as a criterion for this purpose.

Income:

The income statistics contained in this report refer to personal income from real estate work in the year 1983. This income is after deducting business expenses but before personal expenses and income taxes.

Business Specialty:

Many respondents were engaged in several real estate activities. The activity which they indicated as taking the greatest amount of their time was considered their primary business specialty.

CONFIDENTIAL

NATIONAL ASSOCIATION OF REALTORS® CONFIDENTIAL MEMBERSHIP PROFILE SURVEY

July 13, 1984

Dear Member:

In seeking to serve your interests the NATIONAL ASSOCIATION OF REALTORS® is currently undertaking a survey to obtain an up-to-date profile of members.

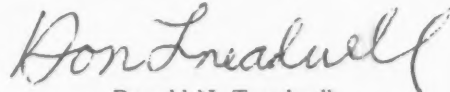
Your name has been selected from a representative cross-section of the membership and I would personally appreciate your participation in this study by answering the questions on the enclosed questionnaire.

I wish to stress that this inquiry is entirely confidential and that we are not asking that you sign your name. The number in the lower left hand corner of the return envelope will be used only to let us know you have responded to the survey. When your response is received in the Research Division, the number will be checked off our mailing list and the envelope will be discarded. The results of the survey will appear only in totals and averages.

I hope that you will help us in making an accurate survey by completing the form and returning it in the postage paid self-addressed envelope that has been provided for your convenience.

Thank you in advance for your cooperation.

Sincerely,

A handwritten signature in dark ink, appearing to read "Don Treadwell", with a stylized flourish at the end.

Donald H. Treadwell
President

NATIONAL ASSOCIATION OF REALTORS® CONFIDENTIAL MEMBERSHIP PROFILE SURVEY

GENERAL BACKGROUND

1. State in which you do the most business (6) _____
2. How many years have you had a real estate license (either active or inactive)? (8) _____ years
3. How many years have you been engaged in the real estate business (in any capacity)? (10) _____ years
4. How many years have you been a member of the NATIONAL ASSOCIATION OF REALTORS®? (12) _____ years
5. Age last birthday: (14) _____ years
6. Sex: (15) ☐ 1 Male ☐ 2 Female
7. Race: (16) ☐ 1 White ☐ 2 Black ☐ 3 Hispanic ☐ 4 Other

EDUCATIONAL BACKGROUND

8. What is the highest level of education you have completed? (17) (check one)

☐ 1 Some high school	☐ 6 Master's Degree
☐ 2 High school graduate	☐ 7 Law Degree
☐ 3 Some college (no degree)	☐ 8 Doctorate
☐ 4 Associate's Degree (2 year)	☐ 9 Other (specify) _____
☐ 5 Bachelor's Degree	
9. Please indicate which college or university degree(s) you have earned and your main field of study for each degree earned. (Check all that apply.) (36)

Degree	Main Field of Study
☐ 1 None	_____
☐ 1 Associate's	_____
☐ 1 Bachelor's	_____
☐ 1 Master's	_____
☐ 1 Law	_____
☐ 1 Ph.D.	_____
☐ 1 Other (specify) _____	_____

10. If you have had instruction in real estate subjects since entering the real estate business check the number of courses taken from each of the following sponsors. (Do not include courses taken to meet requirements for state licensure but do include courses taken to meet state continuing education requirements.)

Sponsor	Number of Courses				
	None	One	Two	Three	Four or More
University full-time course (37)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
University adult education extension programs (38)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
State licensing commission education seminars (39)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
REALTOR® Institute (GRI) designation courses (40)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
State REALTOR® Association sponsored courses other than GRI (41) ...	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
Local Real Estate Board courses (42)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
Affiliates of the NATIONAL ASSOCIATION OF REALTORS® courses or seminars (43)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
Franchise organization (44)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
Company programs (45)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
Other (specify) (46) _____	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

BUSINESS CHARACTERISTICS

11. What real estate license to you hold? (49)

- ☐ 1 Broker's license ☐ 2 Salesman's license ☐ 3 None

12. What securities license(s) do you hold? (54)

- ☐ 1 None
☐ 1 NASD general license
☐ 1 NASD DPP-principal (series 39)

- ☐ 1 NASD DPP-representative (series 22)
☐ Other (specify) _____

13. How many hours per week, on average, do you work in real estate? (56)

hours

14. Are you engaged in real estate work on a full-time or part-time basis? (57)

- ☐ 1 Full-time ☐ 2 Part-time ☐ 3 Not Active

15. Has your entire working career been in the real estate business? (58)

- ☐ 1 Yes
☐ 2 No

If no, what was your last full-time occupation prior to entering into a real estate career? (60) _____

16. Is real estate your only occupation at the present time? (61)

- ☐ 1 Yes
☐ 2 No

If no, what is your other occupation? (63) _____

AFFILIATION WITH FIRM

17. How long have you been associated with your present firm? (65)

years

18. Excluding your present position, with how many other real estate firms have you been professionally associated? (66)

- ☐ 1 No other firm ☐ 4 Three other firms
☐ 2 One other firm ☐ 5 Four or more other firms
☐ 3 Two other firms

19. What ownership interest do you have in your real estate firm? (67)

- ☐ 1 No ownership interest
☐ 2 Sole owner of the firm
☐ 3 Partner in a partnership
☐ 4 Stockholder and corporate officer

- ☐ 5 Stockholder
☐ 6 Other (specify) _____

20. If you are not an owner how are you affiliated with the firm? (68)

- ☐ 1 Independent contractor ☐ 2 Employee

21. Which statement best describes your function in this firm? (69)

- ☐ 1 General manager — no selling ☐ 4 Sales manager — some selling
☐ 2 General manager — some selling ☐ 5 Salesperson
☐ 3 Sales manager — no selling ☐ 6 Other (specify) _____

INFORMATION ON THE FIRM

Note: For the purposes of this survey the firm is defined as the real estate agency through which you conduct all of your real estate transactions, e.g. sales contracts, listing agreements, leases and appraisals.

22. How many real estate offices does your firm operate? (71)

23. What is the total size of the work force employed by or associated with your firm? (75)

24. Is your firm affiliated with any of the following real estate organizations or networks?

Affiliated with a franchise organization? (76)

☐ 1 No

☐ 2 Yes, name of franchise (78) _____

(specify)

Affiliated with an inter-city referral service? (Do not include franchises) (79)

☐ 1 No

☐ 2 Yes, name of referral service (81) _____

(specify)

Affiliated with a third-party employee relocation management company (i.e. a "homebuying" company which contracts with corporations to assist relocated employees sell their current home, move and buy a home) (82)

☐ 1 No

☐ 2 Yes, name of homebuying company (84) _____

(specify)

Affiliated with a national corporation or chain of real estate companies that are backed by a major financial services conglomerate? (85)

☐ 1 No

☐ 2 Yes, name of national firm or chain (87) _____

(specify)

PERSONAL FINANCIAL DATA

25. How satisfied are you with your career in real estate? (88)

☐ 1 Very satisfied

☐ 2 Moderately satisfied

☐ 3 Moderately dissatisfied

☐ 4 Very dissatisfied

26. Indicate the percent of your real estate related work time which you devoted to each of the following real estate activities during 1983. (112)

___% Residential brokerage

___% Commercial brokerage

___% Industrial brokerage

___% Farm & land brokerage

___% Property management

___% Appraising

___% Counseling

___% Building and development

___% Mortgage finance

___% Syndication

___% Other (specify) _____

100% Total Percent

27. Please approximate your personal income (after deducting business expenses but before personal expenses and income taxes) from your various real estate work for the year 1983. (118)

\$ _____

28. What percentage of your total personal income was the above real estate related income in 1983? (120)

%

NATIONAL ASSOCIATION OF REALTORS®

Economics & Research Division

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